

PENDING RATIFICATION BY GOVERNORS

2025-26

South Somerset Partnership School School policy statement on equality and diversity to comply with the Public Sector Equality Duty.

The Public Sector Equality Duty (PSED) is a legal requirement for public authorities and organisations carrying out public functions and for schools is “based on the principle that people should not be discriminated against in schools provision on the basis of any of the protected characteristics set out in the Act, when seeking admission to schools, when accessing the education and benefits provided, or by being excluded from school. This does not necessarily mean that education providers should treat everybody in exactly the same way: in some circumstances, an education provider will need to deliver in a range of ways to meet the differing needs of people so that all receive the same standard of education as others as far as this is possible” (Equality and Human Rights Commission · www.equalityhumanrights.com Last revised 2014)

South Somerset Partnership School is committed to equality. Therefore:

- We try to ensure that everyone is treated fairly and with respect.
- We try to make sure our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking with pupils and parents/carers and the Management Committee
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of: their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; whether they are a low-income family; their sexual identity and orientation.

We welcome our duty under the Education and Inspections Act 2006 to promote equality and diversity. Under the Equality Act 2010 we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations. We also welcome our specific duties to publish information every year about our school population, to explain how we have due regard for equality, and to publish equality objectives which

show how we plan to tackle particular inequalities and reduce or remove them. We welcome the emphasis in the Ofsted framework on the importance of narrowing gaps in achievement which affect, amongst others: - pupils from certain cultural and ethnic backgrounds - pupils who belong to low-income households - pupils who are disabled - pupils who have special educational needs - boys in certain subjects, and girls in certain other subjects

In addition to this short statement, we also have a full school policy statement.



Headteacher: Jo Simons

