

## Mountnessing CE Primary School Public Sector Equality Duty

Mountnessing Church of England Primary School is committed to ensuring that it meets its specific duties in relation to current equality legislation. Under the Public Sector Equality Duty (PSED) we are required to publish information about how the school addresses equality issues. The Equality Act 2010 replaced all existing equality legislation and states that the following protected characteristics must be considered when making decisions or formulating policy.

Protected Characteristics are:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender Reassignment
- Age (only in role of employer, not in relation to pupils)
- Marriage and Civil Partnership (in role of employer)

The information we publish will have 'due regard' and be linked to the three main elements of the Public Sector Equality Duty.

- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations between people who share a protected characteristic and those who do not

Due regard is defined as giving relevant and proportionate consideration to the duty which in schools means that:

- Decision makers must be aware of the duty to have 'due regard' when making a decision or taking an action and must assess whether it may have implications for people with particular protected characteristics
- Schools should consider equality implications before and at the time of developing policy and take decisions, not as an afterthought. These must be kept under review of a continuing basis
- The PSED must be integrated into the carrying out of the school's functions and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind – it is not just a question of ticking boxes or following a particular process
- Schools cannot delegate responsibility to any other agency for carrying out this duty

All staff are appointed in line with Essex County Council guidelines and recommended practices. Teaching staff are subject to the National Teachers Pay and Conditions codes. Support staff are graded and paid in relation to the work undertaken, in line with the Single Status guidelines and job descriptions published by Essex County Council.

Mountnessing Church of England Primary School is an equal opportunities employer and operates policies to ensure that no staff or applicants are discriminated against, directly or indirectly, as a result of age, gender, health, disability, race, sexual orientation, religion or other protected characteristics.