



# Lister Community School Public Sector Equality Duty October 2018

To be ratified at Full Governing Body - November 2018

Lister Community School's Vision, Mission and Core Values can be found [here](#).

Our **vision** is to provide:

A world-class education for young people in Newham

You will find here information about how the school ensures it meets its specific Equalities Duties. These are things our school **must** do.

## Principles of the Statement

As a fully comprehensive and inclusive school, Lister Community School educates students from a wide range of backgrounds, ethnicities and faiths. Students at the school also have a range of 'additional educational needs', including, Special educational needs and English as an additional language. The school employs eighty three support staff and one hundred and two teachers, who also come from a variety of faiths and backgrounds.

To ensure equality of access and treatment for all of its students and staff, the school will be guided by the Equality Duty April 2011 (also referred to as the PSED).

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

## Aims

The PSED will be fully integrated into the school's policy and practice, thus informing day to day practice in carrying out the school's functions. In line with the PSED, the Governors and the Headteacher of the School will have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.



## Protected Characteristics

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

## Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. The duties are:

1. to publish information to demonstrate how we are complying with the PSED – we will update this published information at least every year;
  - You will find information [here](#) about our school community
2. to prepare and publish equality objectives – we will update these objectives at least once every 4 years.
  - [Equality Objectives](#)

Much of the information and analysis will relate to the school improvement plan, evaluations and student data – we intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and less well so we can plan and improve.

Much of this information is already being used by the school to develop the school and improve what we are doing. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will also find published here (link above).

This information is meant to be clear and simple. If you have any problem with the way we have written it and can think of a way we can make the information clearer please let us know. You may contact Ms S Morgan or Mr K Vora for further information.