

Public Sector Equality Duty In Schools (PSED)

The PSED was introduced by the Equality Act 2010 and applies to all schools. We understand the need to ensure that those with protected characteristics are not discriminated against and are given equal opportunities regardless of:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion or belief
- Sexual orientation
- Marriage and civil partnership (for employees)

What we do to meet the PSED at Geoffrey Field Junior School:

Our school is committed to equality for our whole school community. We recognise that people have different needs and understanding that treating people equally does not always mean treating them all exactly the same. Instead we focus on barriers that could lead to unequal outcomes for different groups within our school and what we can actively do as a school to overcome these.

Eliminating discrimination:

Our ethos is one of inclusion. We are multicultural school and we embrace the diversity that this brings.

At GFJS we:

- Value and treat equally everyone regardless of their race, gender, disability, religion/belief, sexual orientation or age
- Celebrate our multicultural make up – we have an annual languages day celebration and pupils from different religions or nationalities act as ‘experts’ in assemblies, PSHE and RE lessons
- Respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the school community
- Take seriously any incidents of discrimination or bullying and work with both the pupils and parents to ensure that there are no further incidents and to support those targeted
- Tilt the curriculum in response to any emerging issues so that these can be fully explored with pupils and to support them to develop greater awareness and appreciation of differences
- Assess the needs of individuals (pupils and staff) with disabilities or changes of circumstances and make adaptations to support them
- Are an equal opportunities employer and ensure that no applicant or employee receives less favourable treatment on the grounds of race, gender, disability, religion/belief, sexual orientation, marital status or age

Also see:

- [GFJS Behaviour Policy](#)
- [GFJS Anti-bullying Policy](#)
- [GFJS Pay Policy](#)

Advancing equality of opportunity:

We are proactive in ensuring that all pupils have equal access to all opportunities for learning within and beyond the school day. We work closely with parents to ensure that pupils with disabilities and special needs are supported to fully access learning and school life.

At GFJS we:

- Continually adapt the curriculum and teaching to ensure it meets the needs, abilities and learning styles of all pupils
- Analyse and evaluate the attainment and progress that different pupil groups are making in order to take action if any group is doing less well than their peers
- Provide targeted support to vulnerable and disadvantage pupils
- Provide auxiliary aids or adapted resources which relate to specific SEND needs
- Involve parents and pupils in the decision making about provision and targets for SEND Pupils
- Ensure there is adequate access to the physical environment, including for pupils with medical or physical SEND
- Ensure that all pupils are able to take part in extra-curricular activities and school visits and monitor the uptake of different groups to ensure that no one is disadvantaged
- Provide additional support to learn English for pupils with English as an additional language (EAL)

Also see:

- [GFJS Accessibility Plan](#)
- [GFJS Equality Policy](#)
- [GFJS Pupil Premium Strategy](#)

Fostering good relations:

The ethos and atmosphere across the school encourages consideration and respect for each other. In addition, we proactively develop our pupils' awareness of others' differences and needs and the part that they can play in supporting others and being a good citizen.

- Our school values of kindness, respect, responsibility and resilience underpin the ethos of the school.

- We aim to prepare our pupils for life in a diverse society and ensure that that our curriculum promotes the spiritual, moral, social and cultural development of our pupils
- Our PSHE curriculum develops pupils' understanding of friendships, relationships, tolerance and respect for others and the impact that stereotyping, prejudice and discrimination can have on individuals and groups of people
- We provide opportunities for pupils to listen to a range of opinions and to empathise with different experiences
- Our RE curriculum develops understanding of a range of cultures and religions.
- We have whole school monthly assembly themes related to our school values and British Values and team assemblies exploring these themes in depth and addressing any relevant issues that have arisen in the school or in the news.
- We have our own programme of community service called Community Matters which enables pupils to play a role in wider school life, take on additional responsibilities within school and make links with and make a contribution to the wider community. This includes work with our local sheltered housing centre for the elderly.
- We actively engage with others with specialist knowledge that will support us with developing pupils' awareness and provide opportunities for them to work with pupils in assemblies and as part of the curriculum. These include *Just Different* (disability awareness), and *RE Inspire* (specialist RE workshops).

Also see:

- [GFJS ethos and values](#)
- [GFJS PSHE curriculum overview](#)
- [GFJS RE curriculum overview](#)
- [GFJS Assembly overview](#)