



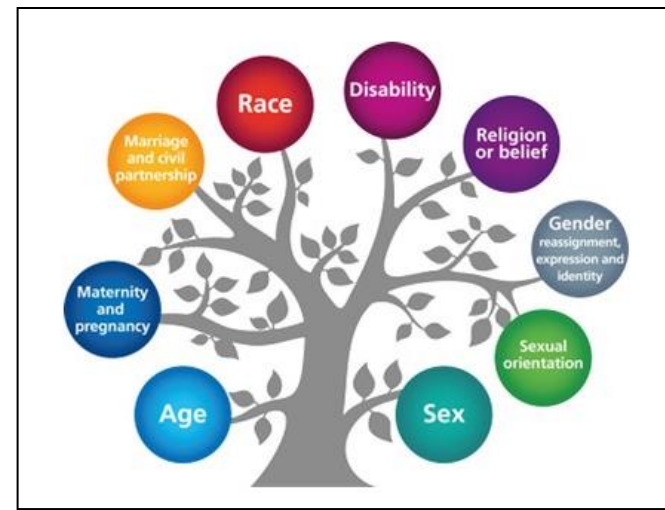
Public Sector Equality Duty (PSED) Statement and Objectives

At Parkdale School, Governors and school leaders will fulfil the Public Sector Equality Duty by giving it relevant and proportionate consideration. In policy development, decision making and in carrying out school functions leaders will seek to:

- Eliminate discrimination and other conduct that is prohibited by the act
- Advance equality of opportunity between people who share protected characteristics and people who do not share it
- Foster good relations across all characteristics (age will be considered as an employer rather than between pupils)

Protected characteristics include:

- Sex
- Sexual Orientation
- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief



Agreed Governors January 2024. For review (Spring) annually.
Four year statutory life-span.

Aim	Action	Impact
<p>Protected characteristics: Ensure all members of the Parkdale community feel equal and can “see themselves” in the school curriculum and supporting resources.</p>	<p>Consult community stakeholders when developing policy so that all views are taken and inform practice</p> <ul style="list-style-type: none"> • School Governors minute where protected characteristics have been considered in decision making. • Reading material reflects the school community <p>Invest in a range of fiction texts so that children can see themselves in stories</p> <ul style="list-style-type: none"> • Involve wider community members in collective worship to showcase inspirational and aspirational stories from individuals with protected characteristics 	<p>The adults and children celebrate diversity and are tolerant to all religions, cultures and groups of people within society (Evidence – pupil voice; work scrutiny; equalities incidents). Learning environment celebrates the diversity of the locality Policy informed by stakeholder consultation eg RHE Policy and considerate decision making</p>
<p>Accessibility for all: To improve accessibility and adaptations for adults and pupils with a disability</p>	<p>Audit the school environment and consider the needs of adults and pupils with a disability</p> <ul style="list-style-type: none"> • Financial investment to upgrade accessibility including: yellow step markings and hand rails • Invest in digital resources with accessibility tools • Engage multi agency support for specialist learning resources and tools • Ensure wheelchair access to each area of the school building and grounds 	<p>Pupils and staff have equal and safe access to the school site The school is prepared to meet the needs of pupils or adults considering application to the school</p>
<p>Promote equality: Foster good relations between people who share a protected characteristic and people who do not</p>	<p>Positive relations and British Values are promoted through whole school collective worship.</p> <ul style="list-style-type: none"> • Difference and identity is explored through curriculum resources and stakeholder communication • Cross-cultural engagement – exploring similar faith, different or none eg partnership with other settings, for example Faith schools in the Trust. 	<p>Healthy and positive relationships are held between people with and without a protected characteristics Single Equality incident reporting reduction</p>

Equality Information – as at November 2023

Pupil Premium - Percentage of pupils eligible for Pupil Premium:	20.1%
Free School Meals - Percentage of pupils who are currently eligible for Free School Meals:	19.9%
EAL - Percentage of pupils with English as an Additional Language	22.1%
In Care - Percentage of pupils registered as in care	0.4%
SEN - Percentage of pupils with Special Educational Needs	8.9%
EHCP - Percentage of pupils with an Education, Health and Care Plan	0.7%

Ethnicity

WHITE-BRITISH: 200
PAKISTANI: 114
WHITE AND ASIAN: 20
WHITE AND BLACK-CARIBBEAN: 20
OTHER WHITE BACKGROUND: 19
OTHER MIXED BACKGROUND: 15
WHITE AND BLACK AFRICAN: 8
INDIAN: 7
OTHER ASIAN BACKGROUND 7
CHINESE: 6
BLACK AFRICAN: 6
BANGLADESHI: 5
HONG KONG CHINESE: 2
EGYPTIAN: 1
ANY OTHER OR NOT SPECIFIED: 4

Religion (where stated)

NO RELIGION: 192
MUSLIM: 152
CHRISTIAN: 66
SIKH: 7
HINDU: 3