

Perryfields



Primary

Perryfields Primary School

Equality, Equity and the Public Sector Equality Duty

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Equality, Equity and the Public Sector Equality Duty

Perryfields Primary School

At Perryfields Primary School, our values of honesty, kindness, tolerance and respect underpin everything we do. We are committed to creating an inclusive school community where every child is valued as an individual and given the support they need to succeed.

We recognise that equality means treating everyone fairly, while equity means providing different levels of support so that all pupils have an equal chance to achieve their full potential.

Our commitment to the Public Sector Equality Duty (PSED)

Perryfields Primary School meets its obligations under the Equality Act 2010 and the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people from different backgrounds

These duties are embedded within our school ethos, policies, curriculum and daily practice.

Protected Characteristics

We are committed to promoting equality and equity for all members of our school community, irrespective of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

What equality and equity look like at Perryfields

At Perryfields Primary School, we understand that pupils have different starting points and different needs. Equity is achieved by responding flexibly and thoughtfully when inequalities are identified.

Examples of how this works in practice include:

- Providing additional adult support, targeted interventions and adapted resources for pupils who need them
- Supporting pupils from disadvantaged backgrounds, including providing access to digital resources where needed
- Adapting provision, curriculum and the learning environment to meet the needs of pupils with SEND
- Ensuring all pupils have access to the full range of learning opportunities, including trips, clubs and enrichment activities

These approaches reflect our belief that equality and equity go hand in hand.

Advancing Equality of Opportunity

We actively work to advance equality of opportunity by:

- Removing or minimising disadvantages linked to protected characteristics
- Meeting the specific needs of pupils and families where appropriate
- Encouraging participation and inclusion in all aspects of school life

We use attainment and progress data to identify strengths and areas for development and take action to address any gaps for groups of pupils.

Fostering Good Relations

We promote understanding, tolerance and respect through:

- A curriculum that reflects the diverse society we live in
- PSHE, RE and assemblies that celebrate difference and promote British Values
- Literature and learning materials that represent a wide range of cultures and experiences
- Pupil voice, including an inclusive school council
- Working closely with parents, carers and the wider community

Equality Objectives

Our current equality objectives include:

1. Developing pupils' and parents' understanding of disability, cultural diversity and religious difference, with a particular focus on increasing awareness of autism and complex needs
2. Closing gaps in progress and attainment for identified groups of pupils, including pupils with SEND and gender-based cohorts
3. Minimising disadvantage linked to gender identity, including reviewing school uniform arrangements to ensure flexibility and inclusion

These objectives are reviewed regularly and inform school improvement planning.

Accessibility and Inclusion

We are committed to ensuring that our school environment and information are accessible to all. Please see our Accessibility Plan and SEND Information Report for further details.

Parents and carers may request:

- Information in alternative formats
- Reasonable adjustments to support access to school life

Monitoring and Review

- Equality information is reviewed and updated annually
- Equality objectives are reviewed at least every four years
- The governing board monitors the school's compliance with the Equality Act

Related Policies

- Equality and Equity Policy
- Accessibility Plan
- Behaviour Policy
- Anti-Bullying Policy
- SEND Information Report
- Curriculum Statement