



Deanery C.E. Primary School
Academy Status

Public Sector Equality Duty Statement

November 2024

The Deanery School Christian Ethos
Our School Motto – ‘Ad Majorem Dei Gloriam’
Translated this simply means ‘To the Greater Glory of God’.

Vision

We believe that everything we do is a faithful response to God’s faithfulness, shown to us through Jesus Christ. Our vision is to reflect God’s Glory in every season of life, in all aspects, from the little things, to the big.

Beliefs and Values

We believe that God’s heart is for his children to thrive in a happy, secure, and caring environment at the Deanery. It is an essential part of our Christian ethos that we thank God for how he has demonstrated peace, love, faith, joy, grace and hope to us. We seek to reflect these core values throughout all areas of life in the school.

We believe that education, strengthened by our faith, is the vehicle with which children can achieve their full potential.

School Culture

At the Deanery our aim is for every child, regardless of background, need or ability, to have a high quality Personal, Social, Health and Economic (PSHE) education.

We aim to:

- Foster an environment that is enriched spiritually, morally, ethically and socially through the Christian faith.
- Value each child as unique, regardless of faith, ability, gender or ethnicity.
- Nurture children to be polite, respectful and considerate towards one another.
- Offer a range of opportunities and experiences to develop their confidence, self-esteem and independence.
- Encourage each child to fulfil their potential within all areas of the curriculum.
- Promote knowledge and understanding through a secure, stimulating and enriched environment.
- Create a broad educational experience that is enriched both morally and spiritually through partnership with staff, governors, parents, the local community, parishes of the Deanery and Birmingham Diocese.
- Enable each child to value themselves and have aspirations for the future.
- Recognise everyone’s place in the wider community.

Public Sector Equality Duty Statement (under 150 Employees)

1. Introduction

- 1.1. This document describes how the Governing Body of Deanery CE Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty regarding its workforce.
- 1.2. The Equality Objectives will be part of the School Improvement Plan and information will be published on the Equalities page of the school website.

2. Due Regard

- 2.1. Due regard means giving relevant and proportionate consideration to the duty or decision.
- 2.2. We will have due regard to the need to:
 - 2.2.1. Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act.
 - 2.2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - 2.2.3. Foster good relations between people who share a protected characteristic and those who do not share it.

3. Collecting and Using Information

- 3.1. We will collect information to identify key issues in order to:
 - 3.1.1. Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
 - 3.1.2. Assess whether we are discriminating unlawfully when carrying out any of our functions.
 - 3.1.3. Identify what the key equality issues are for our organisation.
- 3.2. We will collect information to assess performance in order to:
 - 3.2.1. Benchmark our performance and processes against those of similar organisations, nationally or locally.
- 3.3. We will collect information to take action against discrimination by
 - 3.3.1. Considering taking steps to meet the needs of employees who share relevant protected characteristics.
 - 3.3.2. Identifying if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
 - 3.3.3. Making informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.

3.3.4. Developing equality objectives to meet specific duties.

3.3.5. Having due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

3.4. We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation', i.e. employees with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration.
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disability
- Appraisals
- Grievances (including about harassment)
- disciplinary action (including for harassment)
- Dismissals and other reasons for leaving.

4. Publication of Equality Information

4.1. We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.

Document prepared by Education Personnel Management (EPM)

November 2024

Agreed and accepted by Governing Body

Signed virtually By Mrs E Taylor:



Dated: 04/12/24