



CITY OF BIRMINGHAM EDUCATION DEPARTMENT

BASKERVILLE SCHOOL

Public Sector Equality Duty Statement

Date reviewed: May 2024
Next Review: October 2025

BASKERVILLE SCHOOL, FELLOWS LANE, HARBORNE, BIRMINGHAM, B17 9TS

TELEPHONE : 0121 427 3191
FAX : 0121 428 2204

VISION STATEMENT

To provide an outstanding, inclusive educational provision, to prepare students for a fulfilled life.

We are required to publish equality information as well as equality objectives, which shows how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually.

The equality duty supports good education and improves students' outcomes. It helps us as a school to identify priorities such as under performance, poor progression and bullying. It helps us focus on what can be done to improve outcomes by developing measurable equality objectives.

Our school is committed to equality both as an employer and a service-provider and we carry out our day to day work through our embedded values:

1. We try to ensure that everyone is treated fairly and with respect.
2. We want to make sure that our school is a safe, secure and stimulating place for everyone.
3. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
4. We recognise that for some students extra support is needed to help them to achieve and be successful.
5. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, and through our school staff and pupil leaders.
6. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

1. Students from some cultural and ethnic backgrounds
2. Students who belong to low-income households and students known to be eligible for free school meals
3. Students who are disabled, or who are in the process of being diagnosed as disabled
4. Students who have special educational needs
5. Boys in certain subjects, and girls in certain other subjects.
6. Vulnerable Students, where home circumstances are known or believed to be unsettled in some way, causing some level of concern.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

At Baskerville School we have rigorous systems for monitoring standards and challenging any underperformance; our responsibility in this equality duty is scheduled as part of this rigorous process.

There are students at our school with different types of disabilities in association with their primary need of Autism and these include:

1. Attention Deficit Disorder
2. Global Developmental delay
3. Diabetes
4. Asthma
5. Epilepsy

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

1. We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
2. Where applicable our policies make explicit that we aim to give careful consideration to equality issues and as policies are reviewed in line with the monitoring cycle they will be edited to reflect this requirement
3. We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our students and employees at whole school and year group levels

4. We analyse our data to ensure we act upon any concerns in relation to the protected groups
5. We record any racist or homophobic incidents and act upon any concerns and report this to the LA and the Governing Body on a termly basis
6. The Leadership Team of the school is concerned with closing gaps, and this is reflected in the school's values.
7. We give due regard to equality issues in decisions and changes we make.
8. We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken and importantly monitor the impact our provision has had.
9. We provide training to all staff in relation to dealing with bullying and harassment incidents.
10. We have a special educational needs policy that outlines the provision the school makes for students with special educational needs.

Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of students.

Staff Equalities Committee

In Autumn 2022, we established a staff Equalities Committee to further develop inclusion for all staff and students at Baskerville School.

Student Equalities Committee

In Spring 2023, our Student Equalities Committee will be established.