



## Malvern Wyche C of E Primary School

### . How we comply with the Public Sector Equality Duty (PSED)

#### Eliminating discrimination

- We are an equal opportunities employer and employ (and have employed) staff, students and volunteers from a broad range of protected characteristics including sex, gender, age, race, disability, marital status, religion and belief.
- Our school values specifically stipulate an anti-discrimination message and this is present in safeguarding, behaviour and academic policies and practice, evidenced in documentation, collective worships and teaching.
- We encourage pupils and staff to report bullying, harassment and discrimination to trusted adults so that they can take action.
- We log incidents of discrimination between stakeholders and act promptly to minimise and eliminate such occurrences.
- We ensure staff are trained in the Prevent Duty so that they are aware of the range of extreme views and the impact this can have on the freedoms of those with protected characteristics.
- We know our pupils and families well and are aware of the range of protected characteristics among them and take steps to be fully inclusive and mindful of their perspectives and needs.

#### Advance equality of opportunity:

- As an equal opportunities employer, we welcome applications from all qualified candidates irrespective of protected characteristics and publish a welcoming equal opportunities statement with job advertisements. This is permanently displayed on the website's vacancies page.
- We listen to children and parents, exploring and acknowledging need, and make reasonable adjustments and adaptations to teaching, learning and access to the school's premises and events.
- We work inclusively and collaboratively to ensure pupils with special educational needs and/or disabilities are able to attend all events and trips, including drawing up risk assessments and making reasonable adjustments.

#### Foster good relations

- We engage with individuals and groups over sensitive matters such as RE teaching and PSHE content, consulting and listening to views and informing our practice accordingly.
- As a Church of England Primary school, we ensure that our acts of worship are inclusive and invitational, that all are invited to reflect but nobody made to do or say anything which may discriminate against them.
- We hold a number of parent events in order to welcome all sectors of our community and ensure, as a Church school that celebrations and services are inclusive and welcome all attended, whether of Christian faith, other faiths or no faith, equally.