

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) which applies to all public sector bodies including schools and academies. This Act provides a single, consolidated source of discrimination law and replaced all existing legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The act requires all public bodies to have 'due regard' to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Fostering good relations across all 'protected groups'

These 'protected groups' refer to:

- Age
- Gender reassignment
- Being married or in a civil partnership
- [Being pregnant](#) or on maternity leave
- [Disability](#)
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

Boxgrove believes all pupils to be of equal value and this principle guides all decisions both with regard to the curriculum and extra-curricular activities. The school fully supports the Equalities Act and our policy can be found on the school website.

The school is required to publish annual objectives to demonstrate how we are complying with the PSED. These objectives will be a part of the School Development Plan and Single Equality Plan which is approved by Governors.

The objectives for 2024-2025 are:

1. To improve outcomes of socially and economically disadvantaged pupils and reduce the variation between different pupil groupings by the embedding of a new curriculum model which ensures the acquisition of threshold concepts at a basic, advancing and deep levels in all subject areas.
2. Through the new Play Champion role, ensure positive play opportunities enable all children to thrive to ensure equality and fairness in access and engagement and that children from diverse backgrounds play together.
3. Audit books and toys across the school to ensure there is representation from diverse groups. This objective is continuing as we are recruiting a Librarian to undertake this as part of their role, due to new resources being purchased in Years R and 1.
4. Provide opportunities for families who do not speak English at home to ensure they develop a grasp of English and know how to support their children effectively.