

Equality and Diversity

The belief that everyone deserves to be treated equally, including having the same opportunities, is central to everything we do at Dame Elizabeth.

Since 2011, the Public Sector Equality Duty (PSED) has sought to ensure that all pupils' characteristics are considered when making decisions. This means that schools must pay due regard when making decisions that affect pupils and staff with protected characteristics, including race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay 'due regard' to the need to a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it. At Barr Beacon, we go well beyond paying 'due regard'

Eliminating discrimination and promoting equality of opportunity are at the heart of our pastoral systems and our curriculum.

We are committed to ensuring that our curriculum as a whole provides pupils with the knowledge and experiences which will interest and empower them to thrive in the workplace and make informed contributions to our democratic society.

This means **we have set ourselves the objective of constantly revising our curriculum to reflect the experiences of everyone, include those with the full range of protected characteristics.**

This will enable us to pre-emptively tackle prejudice.

We use pupil voice to evaluate our curriculum and identify opportunities for further advancing equality of opportunity. We conduct research into our curriculum and evaluate it against other models to make sure we are incorporating the best that had been thought and said, not just by people belonging to the people who have historically held power in this country. We also conduct research into participation in school activities, looking specifically at ways to eliminate stereotyping (e.g. girls in sport, boys in caring professions).

Several of our staff are experts on equality and diversity and are called upon by other organisations, including the government, to share their practice of creating inclusive cultures.

You can view our Equality and Diversity policy here: <https://barrbeaconschool.co.uk/wp-content/uploads/2021/06/Equality-and-Diversity-Policy-2021.pdf>