



Exmouth
Community
College
Academy Trust

PUBLIC SECTOR EQUALITY DUTY

Policy Details	Date
Written by	Lisa Malton
Reviewed by	Lisa Malton
Ratified by	Human Resources
Date agreed by Governors	27.02.24
Review Cycle	Annually
Review date	Spring 2025

Public Sector Equality Duty

In accordance with the Equality Act 2010 Exmouth Community College, in carrying out its functions has due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not share them.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Who is protected?

The Act protects pupils from discrimination and harassment based on ‘protected characteristics’.

The protected characteristics for the College’s provision are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race including colour, nationality, ethnic or nation origin
- Religion and belief
- Sex
- Sexual orientation

The Act protects staff from discrimination and harassment based on ‘protected characteristics’.

The protected characteristics for the College’s provision are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including colour, nationality, ethnic or nation origin
- Religion and belief
- Sex
- Sexual orientation

Each of our staff and student policies is written and operated in such a way as to:

- Be non-discriminatory in accordance with the College’s diversity, equity and inclusion policies
- Operate consistently and fairly across the College
- Be conducted with respect to confidentiality of individuals and in accordance with the General Data Protection Regulations
- Be explicit about the responsibilities for all involved
- Give clear guidelines for staff undertaking recruitment processes to ensure that applicants are not disadvantaged in any way
- Provide training to meet the requirements of a job role
- Provide opportunities for flexible working
- Take account of the need of staff returning from maternity leave
- Provide clear guidance and advice for staff with a grievance issue
- Have a clear dismissal procedure in the event that it is ever required
- Give all leavers the opportunity to have an exit interview with a senior member of staff
- Review the pay policy in operation regularly, in line with Teachers’ Pay and Conditions and also the Local Government pay scales

- Provide good access to all staff with regard to Occupational Health

We operate a zero tolerance policy in respect of any sort of bullying – including verbal, physical, electronic and emotional. The bullying of students or abuse of staff, in any form, will not be tolerated.

The College complies with these requirements through the operation of all our policies which are contained on our College website.

Some examples are:

- Anti Bullying Policy
- Equality (and Accessibility Plan)
- Employee Diversity, Equity and Inclusion Policy
- Recruitment and Selection Policy
- Pay Policy
- Rewards and Behaviour Policy

All our policies are reviewed on a regular basis and this review includes the commitment to ensure the policies comply with the PSED.

The curriculum plan offers many opportunities to reflect on issues of equality and diversity – some specific examples may include:

- Assembly themes
- Outside speakers (e.g. Holocaust survivor)
- Trip abroad (access to other cultures)
- Work with representatives from the local community (including local churches)

Quality Objectives in Order to Advance Equality

Objective	Strategy	Time Frame
To ensure all groups of students experience a rich curriculum which allows every individual to Learn, Progress and Grow	Academy Improvement Plan	2022 – 2024
Ensure all College policies advance equality	Rolling programme of the review of policies	2022 - 2024
Introduce the new flexible working requirements as contained within the Employment relations (Flexible Working) Act 2023	Update Flexible Working policy	2023 - 2024
Continue to develop Lesson 42 to review SRE/RSE requirements and covering all aspects affecting students which may fall under the Equality Act 2010	Highlight issues and themes	2022 – 2024
To ensure all groups of students experience a safe college environment.	Continued use of student voice and focus on the ECC way Work on diversity	2021 - 2024