



UNIVERSITY OF
BIRMINGHAM
SCHOOL



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Public Sector Equality Duty

April 2023

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University of Birmingham School is committed to equality.

In this respect:

- We ensure that everyone in school is treated fairly and with respect.
- We recognise that people have different needs and that treating people equally does not always involve treating everyone in exactly the same way.
- We ensure that school is a safe place for everyone.
- We consult with a range of people and groups and involve them in our decision making.
- We recognise that all individuals at some time may need specific support and encouragement to meet their full potential.

In all aspects of school life we are committed to fairness and equality. This includes through:

- Our taught curriculum
- Our learning for life curriculum
- Break and lunchtimes
- Our enrichment programme
- Before school, after school and during school holiday programmes

In carrying out the functions of the school, there are three elements of The Duty which we have regard for the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations across all characteristics - between persons who share a protected characteristic and persons who do not share it.

Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy or maternity
- Race
- Religion or belief

- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils or students)
- Marriage and Civil Partnerships (only applicable to staff, not pupils or students)

We will have due regard to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will consider the six Brown principles of 'due regard':

- awareness – all staff know and understand what the law requires
- timeliness – implications considered before they are implemented
- rigour – open-minded and rigorous analysis, including parent/ student voice
- non-delegation – the PSED cannot be delegated
- continuous – ongoing all academic year
- record-keeping – keep notes and records of decisions & meetings

Publication of pupil and student data

The School publishes information relating to pupils and students who share a relevant protected characteristic according to The Equality Act (2010). This is reviewed annually and is published below. We publish information in a way so that no pupil or student can be identified. We have also published information about characteristics that, although not protected by The Act, are used to guide decisions around equality of opportunities for pupils and students.

Age	We have pupils and students aged 11-18
Disability	We ensure reasonable adjustments are made where appropriate
Gender reassignment	We support any pupil or student towards gender reassignment

'Race' / ethnicity	Ethnicity Category	Group Size	Percent
	Any other Asian background	26	2
	Any other Black background	14	1
	Any other ethnic group	113	10
	Any other mixed background	66	6
	Any other white background	52	4
	Bangladeshi	52	4
	Black - African	128	11
	Black - Caribbean	51	4
	Chinese	36	3
	Indian	48	4
	Information not yet obtained	28	2
	Pakistani	268	23
	Refused	29	2
	White - British	198	17
	White - Irish	5	0
	White and Asian	20	2
	White and Black African	7	1
	White and Black Caribbean	36	3
		1177	100
EAL (English as an Additional Language)	34%		
SEND	14%		
Sex – male / female	Male: 56% Female: 44%		
Sexual orientation	We do not collect this information, and we are committed to supporting all pupils and students regardless of sexual orientation		
Pupil Premium	23%		