

# **Public Sector Equality Duty Information (2026)**

## **Eliminating Discrimination, Harassment and Victimisation**

Combe Pafford School is committed to ensuring that discrimination, harassment and victimisation are not tolerated.

We achieve this through:

- An Equality Policy.
- Safeguarding procedures.
- Anti-bullying practices.
- Behaviour and Relationships policies.
- Staff recruitment and employment procedures.
- Regular staff training and awareness raising.
- Monitoring and responding to any incidents of discriminatory behaviour.

Our policies are reviewed regularly to ensure they remain compliant with current legislation and reflect the values of the school.

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## **Advancing Equality of Opportunity**

The school actively works to reduce disadvantage and improve outcomes for all pupils by:

- Providing individualised support based on pupils' identified needs.
- Making reasonable adjustments for pupils with disabilities.
- Delivering personalised learning programmes.
- Supporting communication through a range of communication systems and strategies.
- Monitoring progress, attendance and participation.
- Providing therapeutic and specialist support where appropriate.
- Ensuring pupils are supported to achieve their preparation for adulthood goals.

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## **Fostering Good Relations**

We promote positive relationships and mutual respect by:

- Teaching respect, tolerance and understanding through the curriculum.
  - Promoting British Values.
  - Delivering Personal, Social, Health and Economic (PSHE) education and Relationships Education.
  - Celebrating diversity through assemblies, curriculum activities and themed events.
  - Encouraging positive partnerships with families, carers and external agencies.
  - Supporting pupils to understand different perspectives and experiences.
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## **Accessibility**

The school maintains an Accessibility Plan which aims to:

- Improve access to the curriculum.
- Improve the physical environment of the school.
- Improve access to written information for pupils, parents, carers and visitors.

The Accessibility Plan is reviewed regularly and published on the school website.

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## **Equality in Employment**

Combe Pafford School is committed to:

- Fair recruitment and selection procedures.
  - Equal opportunities in employment and promotion.
  - Supporting staff wellbeing.
  - Making reasonable adjustments where required.
  - Ensuring staff are treated with dignity and respect.
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## **Monitoring and Review**

The Governing Board monitors compliance with the Equality Act 2010.

- Equality Information is reviewed and published annually.
- Equality Objectives are reviewed and updated at least every four years.
- Progress against the objectives is reported to Governors and incorporated into school improvement planning where appropriate.