PRENTON HIGH SCHOOL

PUBLIC SECTOR EQUALITY DUTY
2026-2027

Prenton High School for Girls are committed to promoting equality of opportunity. We aim to create an environment in which our workforce is able to make best use of their skills, free from discrimination or harassment so that they can 'make a positive difference today to achieve a better tomorrow' for all students by:

- Providing a safe, happy and respectful school community
- Making students the foundation of our school
- Celebrating and welcoming diversity and equality
- Empowering, challenging and inspiring all in the classroom and beyond
- Creating opportunities where everyone is supported and valued
- Promoting courage, ambition and aspiration

We are committed to a whole school approach to equality and consider it important for students to learn about equality and human rights. We wholeheartedly concur with the Equality and Human Rights Commission (EHRC) statement:

> *'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'*

In all aspects of school life we are committed to fairness and equality; this includes:

- our curriculum
- assembly programme
- Student Services Support
- extracurricular programme and activities

There are three main elements within the act and in carrying out our functions, as a school, we must have regard for the need to:

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

This duty applies to all students, staff and others using the facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision.

Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not students)
- Marriage and Civil Partnerships (only applicable to staff, not students)

NB: Age and Marriage and Civil Partnership are not protected characteristics within the school's provisions <u>for students</u>.

Our school will have due regard to advancing equality of opportunity including making a clear and

consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it
- Encourage persons who share a relevant protected characteristic to participate fully in public life
- Encourage persons who share a relevant protected characteristic to participate fully in any school activity in which participation by such persons is disproportionately low

In exercising our duty 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*

Prenton High School welcome the opportunity to be transparent and accountable. Prenton High School fulfills the specific duties of the Act by publishing their Equality Information and Objectives on the School website.

We aim to present the information in a format that is easy to read and can be accessed simply from the school website.

Equality Information

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified.

Staff

Age	The school complies with its equalities duties in this regard.
Disability	10.6% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any staff member towards gender reassignment.
Marriage & civil partnerships	The school complies with its equalities duties in this regard.
Pregnancy and maternity	The school complies with its equalities duties in this regard.
'Race' / ethnicity	Our staff profile comprises: White British 95.76% Any other white background 2.12% Black British 1.06% Asian British 1.06%
Religion and Belief / no belief	Religion is not recorded
Sex (male/female)	78.8% female 21.2% male
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation

Students

Age	Our students range in age from 11 to 16 years
Disability	Reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any student towards gender reassignment
'Race' / ethnicity	Our student profile comprises: Afghan: 0.51% Any Other Asian Background: 0.90% Any Other Black Background: 0.25% Any Other Ethnic Group: 1.93% Any Other Mixed Background: 1.42 Any Other White Background: 2.8% Arab: 0.38% Arab Other: 0.25% Bangladeshi: 6.45% Black – African: 0.90% Black – Caribbean: 0.25% Chinese: 0.38% Hong Kong Chinese: 0.12% Indian: 1.4% Iranian: 0.12% Pakistani: 0.64% Refused: 0.12% Sri Lankan: 0.25% Vietnamese: 0.12% White – British: 78.03% White – Chinese: 0.25% White - Irish: 0.25% White and Asian: 0.9% White and Black African: 0.77% White and Black Caribbean: 0.64% White Other: 0.64%
EAL (English as an Additional Language)	28.06% EAL The languages spoken within our student profile are: ● Arabic ● Bengali ● British Sign Language ● Bulgarian ● Chinese ● Chinese (Cantonese) ● Dari/Persian ● Cymraeg/Welsh ● English ● French ● Lithuanian ● Hungarian ● Kurdish ● Kurdish (Sorani) ● Malayalam ● Other than English ● Pashto/Pakhto/Pushto ● Panjabi/Punjabi ● Polish ● Persian/Farsi

	• Romanian • Romanian (Modovian) • Russian • Sinhala/Sinhalase • Spanish • Telegu • Tamil • Tigrinya • Turkish • Ukrainian • Urdu
Religion and Belief/no belief	Our student profile comprises: Anglican: 0.25% Buddhist: 0.38% Christian: 29.86% Hindu: 0.9% Muslim: 11.18% No Religion: 37.48% Other Religion/Faith: 0.76% Roman Catholic: 3.04% Sikh: 0.12% Not Recorded: 16.03%
Asylum/Status	1.68% students are recorded as having asylum or refugee status.
SEND	Students identified with a Special Education Need: Education, Health & Care Plan – 7.2% School support – 21.6% Monitoring: 4% No Special Education Need – 67.2%
Sex - male/female	Female: 100% Male: 0%
Sexual orientation	We are committed to supporting all students regardless of sexual orientation
Student Premium	Students in receipt of Pupil Premium: 49.4% Student in receipt of Free School Meals: 52.06%

We update our equality information annually.