

St Margaret Clitherow Catholic Academy



Public Sector Equality Duty

Introduction

This statement sets out how the Governing Body of **St Margaret Clitherow Catholic Primary and Nursery** complies with the Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This document is reviewed and updated annually and published on the school website in line with statutory requirements. Our Equality Objectives form part of the School Development Plan and are monitored regularly by the Governing Body.

As a Catholic school, we are committed to promoting the dignity and worth of every individual, ensuring that our policies and practices reflect our mission and Gospel values.

2. Our Commitment to the Public Sector Equality Duty

In carrying out our functions, we have due regard to the need to:

- **Eliminate** unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not;
- **Foster good relations** between people who share a protected characteristic and those who do not.
- Protected characteristics under the Equality Act 2010 are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

3. Using Equality Information

We collect, analyse and use equality information to help us:

Identify Key Issues

- Understand the impact of our policies, practices and decisions on staff with different protected characteristics.
- Assess whether any of our functions result in unlawful discrimination.
- Identify key equality issues within our workforce.

Assess Performance

- Benchmark our performance and processes against similar organisations locally and nationally.
- Review trends and patterns within workforce data.

Take Action

- Consider steps to meet the needs of staff who share relevant protected characteristics.
- Identify actions to avoid discrimination and harassment, advance equality of opportunity, and foster good relations.
- Make informed decisions based on evidence about the impact of our activities on equality.
- Develop and review equality objectives in line with statutory duties.
- Ensure decision-makers have appropriate and up-to-date equality information.

4. Workforce Equality Profile

We are working towards developing and maintaining an equality profile of our workforce to better understand:

- Evidence of pay gaps
- Occupational segregation (e.g., particular groups over-represented in certain roles or grades)
- Patterns in recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Access to training and professional development
- Return to work following maternity leave
- Return to work of disabled employees following disability-related absence
- Appraisal outcomes
- Grievances (including those relating to harassment)
- Disciplinary action (including harassment-related cases)
- Dismissals and other reasons for leaving
- This information is appropriately disaggregated where proportionate and in accordance with data protection legislation. It is used to

identify trends, remove barriers, and ensure fair treatment across the workforce.

5. Publication of Equality Information

In line with the Specific Duties Regulations 2017, we:

- Collect sufficient workforce information to demonstrate compliance with the general equality duty;
- Publish relevant and proportionate information on our website about the impact of our employment functions on people who share different protected characteristics;
- Review and update this information annually;
- Ensure transparency in how equality considerations inform decision-making.

6. Monitoring and Review

The Governing Body is responsible for ensuring that:

- This statement is reviewed annually;
- Equality objectives are measurable and monitored;
- Progress is reported through governance and leadership structures;
- Equality considerations are embedded into strategic planning and policy development.
- Through these actions, St Margaret Clitherow Catholic Primary and Nursery demonstrates its ongoing commitment to meeting its duties under the Equality Act 2010 and promoting an inclusive, respectful and equitable working environment for all staff.

SMC Public Sector Equality Duty Statement

Ratified on: March 2026

Review by: March 2027

Headteacher: Sarah Sweeney-McGinty

Chair of Governors: Patricia Bradley