



The St Marylebone Church of England Bridge School
Herries Street
London
W10 4LE

PUBLIC SECTOR EQUALITY DUTY: EQUALITY OBJECTIVES

Author:	Kate Miller
Staff Member/SLT:	Kate Miller
Last reviewed:	March 2025
Next review date:	March 2028
Statutory:	Yes

1. Background

The Public Sector Equality Duty (PSED) requires schools to prepare and publish equality objectives at least once every four years. The PSED came into effect in April 2011 as a result of the Equality Act 2010. It requires public bodies to promote equality, replacing three pre-existing duties relating to disability, race, and gender equality.

The PSED has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics and between people who share a protected characteristic and those who do not.

The protected characteristics, as defined in the Equality Act 2010, are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

What does 'due regard' mean?

Paragraph 5.4 of the DfE's guidance states that 'due regard' has been defined in case law and means giving "relevant and proportionate consideration to the duty".

2. Implications for Schools

- Decision-makers must be aware of the duty to have due regard when making decisions or taking actions and must assess whether these decisions may have implications for people with particular protected characteristics.
- Schools should consider equality implications before and at the time policies are developed and decisions are made, not as an afterthought. These must also be reviewed continuously.
- The PSED must be integrated into the way schools function. The analysis necessary to comply with the duty must be carried out seriously, rigorously, and with an open mind.
- Fulfilment of the PSED should extend across many areas of school activity and accountability, rather than being contained within a single document.

3. The St Marylebone CE Bridge School equality objectives:

At St Marylebone CE Bridge School (SMBS), we are committed to eliminating discrimination, promoting inclusivity, and advancing equality of opportunity. As a SEND specialist setting, we recognise that students with additional needs, socio-economic disadvantages, and diverse backgrounds may face additional barriers.

We uphold the Christian ethos of inclusion, compassion, and dignity, ensuring that all members of our community feel valued and respected.

Updated Equality Objectives (2025–26):

1. **Enhance Staff Training in Trauma-Informed and Neuro-Affirming Practices** – Ensure all staff receive high-quality training on neurodiversity and trauma-informed education to better support our students. Provide ongoing professional development to create a fully neuro-affirming school culture.
2. **Develop a Neuro-Affirming Inclusive Curriculum** – Adapt teaching materials and approaches to reflect neurodiverse perspectives and ensure accessibility for all learners. Ensure curriculum content is representative, diverse, and inclusive of all learners.

3. **Bridging the Post-16 Transition Gap for Disadvantaged & Neurodiverse Students-** Provide structured guidance and support for students moving into post-16 education, employment, or training. Expand partnerships with colleges, employers, and vocational providers to increase access to supported internships and alternative pathways.
4. **Promote Anti-Discriminatory Practices and Cultural Competence** – Implement ongoing staff training on cultural competence, unconscious bias, and anti-discriminatory practices. Conduct policy reviews to ensure school-wide inclusivity, particularly in behaviour policies, curriculum planning, and safeguarding procedures.

Note: The Governing Body reviews the Equality Objectives Tracker annually to assess progress and implementation.