



Poole Grammar School

PUBLIC SECTOR EQUALITY DUTY (PSED) 2024 - 2025

Compassion - Integrity - Motivation
Respect - Teamwork - Wisdom



Public Sector Equality Duty (PSED)

2024-2025

Poole Grammar School are committed to equality.

Our school aims are that every student in school is supported to:

1. Be happy
2. Feel safe and secure
3. Achieve exceptionally well

We are committed to a whole school approach to equality and consider it important for pupils 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 and 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 through:

- Our curriculum
- Assembly programme
- Pastoral support
- Extra-curricular 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:

1. Eliminate discrimination and other conduct prohibited by the act.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. 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 other 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 partnerships are not protected characteristics within the school's provision for students.

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

- Minimise or eliminate disadvantage 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':

1. **Awareness**
 - a. all staff know and understand what the law requires
2. **Timeliness**
 - a. Implications considered before they are implemented
3. **Rigour**
 - a. open minded and rigorous analysis, including parent/student voice
4. **Non-delegation**
 - a. the PSED cannot be delegated
5. **Continuous**
 - a. Ongoing all academic year
6. **Record-keeping**
 - a. keep notes and records of decisions and meetings



Poole Grammar School welcome the opportunity to be transparent and accountable and fulfils the specific duties of the Act by publishing their Equality Information and Objectives on 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 that no student or staff member can be identified.

School Overview

Detail		Data				
Number of pupils on roll						
Total		1201				
Main School Data						
Year 7	Year 8	Year 9	Year 10	Year 11		
179	183	182	180	176		
Sub total Main School		900				
Sixth- Form Data						
Year 12			Year 13			
160			141			
Sub total Sixth-Form		301				
Number of staff in school						
Total		175				

Staff

Age	20-29	30-39	40-49	50-59	60-69	70+
	5.5%	12.7%	22%	34%	20.3%	5.5%
Disability (Staff Survey – 84 responses)	Yes – 16% No – 82% Prefer not to say – 2%					
Gender reassignment	We are committed to supporting any staff members towards gender reassignment.					



Marriage & civil partnerships	The school complies with its equality duties in this regard.			
Pregnancy and maternity	The school complies with its equality duties in this regard.			
'Race'/ethnicity (Staff Survey – 84 responses)	African – 1% White - British – 33% White - English – 56% White - European – 1% White - Irish – 1% White - Italian – 1% White - Scottish – 3% White - Welsh – 3% White – Other – 1%			
Religion and belief (Staff Survey – 84 responses)	Christian – 39% Church of England – 1% Evangelical Protestant – 1% Methodist – 1% Muslim – 1% Orthodox – 1% Roman Catholic – 4% Taoist – 1% No religion or belief – 44% Prefer not to say – 7%			
Sex (male/female)		Male	Female	Other
	Staff	38%	62%	1%
	Gender by role			
	Support/Admin Staff	24%	76%	
	Teaching Staff	52%	48%	1%
	Gender by position			
	Middle Leadership	60%	40%	
	Senior Leadership	66%	44%	
Governance	50%	50%		
Sexual orientation (Staff Survey – 83 responses)	Prefer not to say – 7% Straight/heterosexual – 89% Gay/Lesbian – 2% Bisexual – 1			



Student

Age	Our students range in age from 11 to 18 years		
Disability	Reasonable adjustments are made where appropriate.		
Gender reassignment	We are committed to supporting any student towards gender reassignment.		
'Race' / ethnicity	<p>Our student profile comprises of:</p> <p>Bangladeshi - 0.58%</p> <p>Indian - 5.75%</p> <p>Any other Asian backgrounds - 2.08%</p> <p>Pakistani - 0.25%</p> <p>Black – African 0.92 %</p> <p>Chinese - 1.33%</p> <p>Any other mixed background - 1.58%</p> <p>White and Asian - 5.16%</p> <p>White and Black African - 0.25%</p> <p>White and Black Caribbean - 0.17%</p> <p>Any other ethnic group - 0.92%</p> <p>White - British – 73.61%</p> <p>White – Irish – 0.25%</p> <p>Any other white background – 6.99%</p> <p>Refused – 0.17%</p>		
EAL (English as an Additional Language)	16.82% EAL		
	<p>The languages spoken with our student profile are:</p> <table border="0"> <tr> <td> <ul style="list-style-type: none"> • Arabic • Assamese • Bengali • Bulgarian • Cantonese • Catalan • Chinese • Croatian • Dutch/Flemish • English • Filipino • Finnish • French • Greek • Gujarati • Hebrew • Hindi </td> <td> <ul style="list-style-type: none"> • Latvian • Mandarin • Marathi • Nepali • Persian/Farsi • Polish • Portuguese • Romanian • Russian • Shona • Sinhala • Slovak • Spanish • Swahili/Kiswahili • Swedish • Tagalog • Tamil </td> </tr> </table>		<ul style="list-style-type: none"> • Arabic • Assamese • Bengali • Bulgarian • Cantonese • Catalan • Chinese • Croatian • Dutch/Flemish • English • Filipino • Finnish • French • Greek • Gujarati • Hebrew • Hindi
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	<ul style="list-style-type: none"> • Hungarian • Indian • Italian • Kannada • Konkani • Kurdish • Lithuanian • Macedonian • Malayalam 	<ul style="list-style-type: none"> • Telugu • Thai • Turkish • Twi • Urdu • Uzbek • Vietnamese • Yoruba
Religion and Belief/no belief	<p>Our student profile comprises of:</p> <p>Anglican – 0.08%</p> <p>Buddhist – 0.50%</p> <p>Catholic – 10.82%</p> <p>Christian – 21.90%</p> <p>Christian Orthodox – 0.25%</p> <p>Church of England – 18.65%</p> <p>Egyptian Orthodox – 0.08%</p> <p>Greek Orthodox – 0.08%</p> <p>Hindu – 3.66%</p> <p>Jehovah's Witness – 0.08%</p> <p>Jewish – 0.25%</p> <p>Kirati – 0.08%</p> <p>Methodist – 0.08%</p> <p>Muslim – 2.33%</p> <p>Russian Orthodox – 0.25%</p> <p>Sikh – 0.25%</p> <p>No religion – 26.98%</p> <p>Not supplied – 13.66%</p>	
SEND	<p>Students identified with Special Education Need:</p> <ul style="list-style-type: none"> • Monitoring – 3.50% • Education, Health and Care Plan – 0.92% • SEN Support – 10.57% • Use of Word Processor – 1.67% • No Special Education Need – 83.34% 	
Sex – male/female	Single sex intake	
Sexual orientation	We are committed to supporting all students regardless of sexual orientation	
Pupil Premium	Students eligible for Pupil Premium: 7.24%	
Young Carer	Students recognised as Young Carers: 1.67%	

We update our equality information annually, next update November 2025.

www.poolegrammar.com

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