

Public Sector Equality Duty (PSED) Compliance

1. Statutory Compliance Statement

"At Beecroft Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents, and carers in strict accordance with the **Equality Act 2010**. As a public body, we welcome our responsibilities under the **Public Sector Equality Duty (PSED)** to eliminate unlawful discrimination, harassment, and victimisation; advance equality of opportunity; and foster good relations across all protected characteristics."

2. Equality Information & Demographic Profile (Updated Annually – September 2026)

Beecroft Primary School serves a vibrant, diverse, and multicultural community situated in the Kirkstall district of Leeds.

- **School Roll:** The school provides education for approximately 340 pupils from Nursery through to Year 6.
- **Gender Profile:** Our school profile comprises roughly 50% girls and 50% boys.
- **Racial and Cultural Diversity:** Our pupil body encompasses more than 20 distinct ethnic groups, with our largest demographics identifying as White British, Other Pakistani and Other Asian heritages.
- **Language Profile:** Approximately 55% of our learners access the curriculum with English as an Additional Language (EAL).
- **SEND Provision:** We maintain highly robust provisions for children with Special Educational Needs and Disabilities (SEND), utilising individual learning plans, and active partnerships with the Leeds Inclusion Advisory Team (IAT).

Our full statutory Equality Policy, demonstrating how these characteristics are protected across teaching, physical accessibility, and curriculum design, can be downloaded from the policies page of our website.

3. Statutory Equality Objectives: 2026–2030 (Reviewed Annually)

In accordance with our legal obligations, Beecroft Primary School has set the following specific, measurable objectives for the 2026–2030 cycle. Progress against these objectives is evaluated annually by our Governing Body.

Objective 1: All groups of pupils to achieve highly

All groups of pupils will achieve highly both in the quality of work produced and in national assessments. The Senior Leadership Team will systematically monitor and analyse pupil achievement and progress termly, filtered by sex, race, disability, and Pupil Premium status. We aim to actively identify and eliminate any emerging attainment gaps in reading, writing, and mathematics to ensure all pupil demographic groups achieve or exceed national expectations.

Objective 2: Inclusive Enrichment Access

To promote complete equity of opportunity for all pupils to attend extracurricular clubs and enrichment provisions. We will achieve this by completing pupil club questionnaires, auditing termly activity uptake data, ensuring a diverse range of activities that match our multicultural community,

and deploying targeted outreach to underrepresented groups with protected characteristics to remove barriers to engagement.

Objective 3: Diverse and Representative Curriculum

To deliver an inclusive curriculum that reflects the diversity of contemporary Britain, teaching children to respect differences in race, sex, disability, religion, and family structures. We will conduct annual audits of classroom literature and media resources and use high-quality inclusive teaching to ensure every child sees themselves reflected in their learning to enable them to reach their full potential.

Objective 4: Active School Participation

To ensure all pupils, including those with SEND or from disadvantaged socio-economic backgrounds, make a positive contribution to school life e.g., through involvement on the School Council, class assemblies, community fund raising, and participating in concerts and performances.

Objective 5: Proactive Site Accessibility and Safety

To ensure all aspects of health, safety, and the physical school environment are proactively adapted to guarantee the safety, dignity, and independence of disabled pupils, staff, and visitors. We will achieve this by implementing our Statutory Accessibility Plan, writing clear comprehensive Individual Healthcare Plans (IHCPs) and personalised risk assessments, and collaborating continuously with external local authority inclusion specialists.

4. Review & Governance Tracker

Last Reviewed & Updated: September 2026

Equality Information Update Cycle: Annually (Next update due: September 2027)

Equality Objectives Update Cycle: Every 4 Years (Next statutory rewrite due: September 2030)

Governing Board Approval: Approved by the Full Governing Body on September 07/10/26