

Furrowfield School

Public Sector Equality Duty (PSED)



2026-2027

Equality, Inclusion and Belonging at Furrowfield School

At Furrowfield School, we are committed to ensuring that every student, family member, member of staff and visitor feels valued, respected and included. As a specialist secondary school supporting young people with Social, Emotional and Mental Health (SEMH) needs, inclusion is at the heart of everything we do. Our vision is built upon our belief that every student has the right to belong, succeed and thrive within a safe, ambitious and nurturing environment.

The Public Sector Equality Duty (PSED), introduced through the Equality Act 2010, requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- 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.

These duties apply to all aspects of school life and are embedded within our strategic planning, curriculum, policies, safeguarding arrangements and day-to-day practice.

Our Vision

At Furrowfield School, we believe that diversity strengthens our community and enriches learning. We are committed to creating a culture where differences are recognised, respected and celebrated.

Through our core values of being:

- Imaginative
- Inquisitive
- Resilient
- Reflective
- Collaborative
- Kind
- Thoughtful
- Empowered

We ensure that equality, dignity and mutual respect are promoted throughout our school community.

Our ethos of Belong Together reflects our commitment to ensuring that all students, regardless of background, ability or circumstance, experience a genuine sense of belonging and are supported to achieve positive outcomes.

Understanding Protected Characteristics

Under the Equality Act 2010, schools must protect individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

At Furrowfield School, we recognise that many of our young people may experience multiple barriers to learning and participation. We are committed to identifying and removing these barriers so that all students can achieve success and participate fully in school life.

Equality and Opportunity for Every Student

We strive to ensure that equality is not simply about compliance, but about delivering genuine opportunity.

This commitment is demonstrated through:

An Inclusive Curriculum

Our curriculum is ambitious, broad and balanced, designed to meet the needs of all learners.

We promote diversity, equality and respect through curriculum content, Personal Development, Relationships Education, Citizenship, Careers Education and enrichment activities.

Students are encouraged to develop an understanding of:

- Different communities and cultures
- Protected characteristics
- British Values
- Human rights
- Respectful relationships
- Social justice and inclusion

Removing Barriers to Learning

As a specialist SEMH provision, we understand that additional support is often required to enable students to engage successfully in education.

Our graduated approach includes:

- Individual support plans

- Student Information Sheets
 - Therapeutic interventions through the TASC Centre
 - Trauma-informed practice including training for all our staff team
 - Mental health and wellbeing support
 - Reasonable adjustments for students with SEND and disabilities
 - Pastoral and family support services including through our Family Liaison Officer
- September 2026

Research consistently demonstrates that a strong sense of belonging, positive relationships and emotionally responsive environments improve attendance, engagement and academic outcomes for vulnerable learners. This underpins our whole-school approach to inclusion.

Positive Behaviour and Relationships

We actively promote respectful behaviour and challenge all forms of prejudice, discrimination, bullying and harassment.

Students are taught to:

- Celebrate difference.
- Show empathy and understanding.
- Respect diverse perspectives.
- Resolve conflict positively.
- Make a positive contribution to their community.
- Be Kind.

Any incidents involving discriminatory language or behaviour are addressed promptly and robustly through our behaviour, safeguarding and restorative practices.

Equality, Safeguarding and Wellbeing

Equality is closely linked to safeguarding.

At Furrowfield School, safeguarding is everyone's responsibility. We recognise that discrimination, prejudice and exclusion can negatively impact children's safety, wellbeing and mental health.

Our safeguarding procedures are informed by:

- Keeping Children Safe in Education (KCSIE)
- Working Together to Safeguard Children
- The Equality Act 2010
- SEND Code of Practice

Through training, monitoring and quality assurance processes, we ensure that vulnerable groups are identified, supported and protected.

Leadership and Governance

The Governing Body and Senior Leadership Team are responsible for ensuring that equality considerations are integrated into decision-making and strategic planning.

This includes:

- Reviewing policies and procedures
- Monitoring student outcomes
- Evaluating attendance and behaviour data
- Considering the impact of decisions on protected groups
- Setting and reviewing equality objectives
- Ensuring compliance with statutory duties

Equality Information

We monitor and evaluate a range of information to ensure that all students have equitable access to education and support.

This may include:

- Attendance data
- Behaviour and exclusion data
- Progress and attainment information
- Participation in enrichment activities
- Student voice and wellbeing surveys
- Safeguarding information
- SEND and vulnerability profiles

Analysis of this information supports continuous improvement and enables leaders to identify and address any gaps in outcomes or experiences.

Our Equality Objectives

To further advance equality of opportunity, Furrowfield School has adopted the following equality objectives:

Objective 1	To continue reducing barriers to learning and participation for students with SEMH needs, SEND and other vulnerabilities through targeted support, therapeutic interventions and adaptive teaching.
Objective 2	To ensure that all students develop an understanding of diversity, inclusion and protected characteristics through a rich and inclusive curriculum.

Objective 3	To strengthen student voice and participation so that all learners feel listened to, valued and empowered within the school community.
Objective 4	To further develop staff knowledge and confidence in equality, inclusion, trauma-informed practice and anti-discriminatory approaches.
Objective 5	To monitor and address any disparities in attendance, engagement, behaviour or outcomes for identified groups of learners.

Research-Informed Practice

Our approach is informed by evidence demonstrating that inclusive school cultures improve both wellbeing and achievement.

Research from the Equality and Human Rights Commission identifies that effective implementation of the Public Sector Equality Duty supports:

- Improved attainment.
- Greater participation.
- Reduced exclusion/suspension.
- Improved engagement in learning.
- Stronger relationships across school communities.

Research into trauma-informed and relationship-based approaches further highlights the importance of belonging, psychological safety and positive adult relationships in improving educational outcomes for vulnerable young people. This aligns directly with Furrowfield School's therapeutic and inclusive practice.

Commitment to Continuous Improvement

Equality, inclusion and respect are central to the Furrowfield Way.

We are committed to creating a school where every member of our community feels welcome, safe and valued; where diversity is celebrated; where barriers are removed; and where all young people are empowered to realise their potential.

By embedding equality into every aspect of school life, we ensure that Furrowfield School remains a place where everyone can learn, grow and succeed together. Together We Succeed at Furrowfield School.