

## **Public Sector Equality Duty (PSED)**

Wyke Sixth Form College is committed to equality, diversity and inclusion and complies with the Public Sector Equality Duty under the Equality Act 2010.

### **We have due regard for the need to:**

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

Our work is guided by our Equality, Diversity and Inclusion Action Plan which is monitored annually by senior leaders and governors.

### **What we do**

- Review policies, deliver staff training, and challenge harmful or discriminatory behaviour
- Provide targeted support for students and staff, including for mental health, safeguarding, LGBTQIA+ inclusion, women's health, and support for different ethnic and religious backgrounds
- Promote equality through the curriculum, tutorial programme, awareness events, and student led activities
- Monitor workforce and governance representation and take action where improvement is needed
- Work with external agencies as appropriate. Examples include ensuring we meet the Disability Confident Employer standards, working towards White Ribbon (anti-violence against women and girls) accreditation, working with Matthew's Hub to support neurodiverse students.

### **Accountability**

Progress is reviewed each year using staff and student feedback, training records, and policy review. General equality training for staff and governors is kept up to date and extended training on specific topics is provided as needed and in line with our current overarching equality aims.

View the Equality, Diversity and Inclusion policy here [EDI Policy v2.0](#)

Last reviewed: March 2026

Next review: March 2027