

Do free schools help to build a more equal society? An assessment of how free schools are complying with statutory requirements on equality

Introduction

Free schools, as well as all maintained schools and academies, are required to meet the public sector equality duty (PSED), introduced by the Equality Act 2010.

The equality duty supports schools to meet diverse needs and improve outcomes for all pupils regardless of their background and circumstances. The duty requires schools to collate evidence and identify priorities such as underperformance of different groups of pupils or prejudice-related bullying. It helps schools to focus on what can be done to tackle these and other issues, and improve outcomes by developing measurable equality objectives.

Meeting the equality duty can deliver important benefits for all schools. It helps schools to address the needs of vulnerable and disadvantaged groups, and contributes to achieving outstanding achievement for all. The duty supports schools to become places where all pupils feel valued and safe from all kinds of bullying and harassment.

In 2011, the government introduced two new specific duties for schools to help them meet their obligations under the PSED. By 6 April 2012, schools should have published information to demonstrate their compliance with the equality duty, and published one or more specific and measurable equality objectives.

The specific duties aim to promote transparency in schools and increase accountability to parents, local communities and regulators.

In October 2013, education consultant Bill Bolloten worked with Race on the Agenda (ROTA) to carry out a survey of the first two cohorts of free schools that opened in 2001 and 2012.

The websites of 78 free schools¹ were examined to identify:

- If free schools show awareness of the Equality Act 2010 and the PSED.
- Whether free schools are complying with the statutory requirements to publish equality information and specific and measurable equality objectives.
- If free schools demonstrate a commitment in their policies and documents to tackle all types of prejudice-related bullying and derogatory language.

This document presents the survey data. The full research report is available from the publications pages of ROTA's website at www.rota.org.uk.

Part 1: Free schools that opened in 2011 (Websites checked on 16.10.13)

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
1.	Redbridge, London	Mention of some protected characteristics in SEN (Special Educational Needs) and inclusion policy. Commitment stated to equal opportunities. SEN policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
2.	Reading	Disability inclusion policy and equal opportunities policy contains out-of-date references to the Disability Discrimination Act, Race Relations Act and Sex Discrimination Act. Commitment stated to non-discrimination on grounds of disability. Prejudice-related bullying identified in bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
3.	Westminster, London	SEN policy available. 'Equality legislation' mentioned in exclusions policy. Equality Act referenced in SEN policy but inaccurate definition of disability. Prejudice-related bullying identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

¹ The Department for Education indicates that total of 79 free schools opened in 2011 and 2012. However, it could not be established if one particular school had opened.

4.	Hammersmith, London	SEN policy available. 'Equality legislation' mentioned in exclusions policy. Equality Act 2010 referenced in SEN policy but inaccurate definition of disability. Prejudice-related bullying identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
5.	Luton	Disability statement contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying not identified in anti-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
6.	Batley, West Yorkshire	Equality policy states commitment to equality and valuing diversity. Disability Equality Scheme contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
7.	Bristol	Equal opportunities policy states commitment to equality and combating prejudice and stereotyping. Prejudice-related bullying not identified in anti-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
8.	Tower Hamlets, London	Behaviour policy states that: 'Equal opportunities are a high profile issue at our Academy'. SEN policy contains out-of-date reference to the Disability Discrimination Act. Unable to access anti-bullying policy on website. Unable to see if prejudice-related bullying identified. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
9.	West Sussex	SEN policy makes no reference to legal requirements, such as reasonable adjustments. Incorrect definition of disability. Prejudice-related bullying not identified in anti-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
10.	Haringey, London	SEN/disability policy states commitment to inclusion and challenging discrimination, but contains out-of-date reference to the Disability Discrimination Act. No anti-bullying policy on website. Unable to see if prejudice-related bullying identified. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
11.	Barnet, London	Equality policy and disability action plan state commitment to non-discrimination. No anti-bullying policy on website. Unable to see if prejudice-related bullying identified. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No detailed equality information. Disability equality objectives published but not specific and measurable. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
12.	Bradford, West Yorkshire	SEN policy contains out-of-date reference to the Disability Discrimination Act. No anti-bullying policy on website. Unable to see if prejudice-related bullying identified. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
13.	Harrow, London	Special educational needs and learning differences & disabilities policy has no reference to legal requirements such as reasonable adjustments. Prejudice-related bullying identified in anti-bullying and cyber-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	Equality objectives published but no equality information. Objectives do not meet the requirement to be measurable. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
14.	Langley, Berkshire	Special needs policy makes no reference to legal requirements, such as reasonable adjustments. Prejudice-related bullying not identified in behaviour policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
15.	Lancashire	SEN policy has no references to legal requirements on disability. Prejudice-related bullying not identified in enabling good behaviour policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
16.	Birmingham	SEN policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
17.	Bradford	No SEN policy. Unable to access anti-bullying policy. Unable to identify if prejudice-related bullying identified. NO REFERENCE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
18.	Cheshire	Equal opportunities and diversity policy states commitment to equal opportunities and non-discrimination. Race equality policy contains out-of-date reference to Race Relations (Amendment) Act. SEN/D policy references Equality Act 2010. Prejudice-related bullying identified in bullying prevention policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
19.	Camden, London	Equalities policy states Christian ethos and values that are against discrimination. SEN policy contains out-of-date reference to Disability Discrimination Act. Prejudice-related bullying identified in bullying prevention policy. REFERENCE MADE TO EQUALITY ACT 2010 AND PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
20.	Suffolk	Disability and accessibility policy, equality and diversity policy and public sector equality policy published. Prejudice-related bullying not identified in behaviour and anti-bullying policy. REFERENCE MADE TO EQUALITY ACT 2010 AND PSED.	Public sector equality policy provides information on compliance with PSED. Four equality objectives published but do not meet requirement to be measurable. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
21.	Norwich	SEN Policy. No anti-bullying policy. Prejudice-related bullying not identified in behaviour management policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
22.	Warwickshire	Ethos statement states commitment to equal opportunities. SEN and disability policy references Equality Act 2010. Prejudice-related bullying not identified in anti-bullying policy or positive behaviour and discipline policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
23.	Hammersmith and Fulham, London	SEND policy contains incorrect definition of disability. No anti-bullying policy. Prejudice-related bullying not identified in code of conduct policy, or discipline policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
24.	Enfield, London	Race equality policy references Equality Act 2010. PSED general duty explained but specific duties misunderstood. Prejudice-related bullying identified in anti-bullying policy. REFERENCE MADE TO EQUALITY ACT 2010 AND PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

Free schools and the public sector equality duty

Part 2: Free schools that opened in 2012 (Websites checked on 15.10.13)

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
25.	Derby	SEN policy does not reference current legal requirements such as reasonable adjustments for disabled pupils. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
26.	St. Albans	Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
27.	Manchester	No school policies available on website when checked. Unable to see if prejudice-related bullying identified. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
28.	Harrow, London	Special educational needs and learning differences and disabilities policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
29.	Barrow	Equal opportunities policy contains out-of-date references to the Disability Discrimination Act, Sex Discrimination Act and Race Relations Act. Prejudice-related bullying not identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
30	Suffolk	Equalities policy indicates school welcomes its duties under Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. REFERENCE MADE TO EQUALITY ACT 2010 AND PSED.	Some information on compliance with PSED provided. But no information on diversity of school population or how duty is being met. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
31.	Essex	SEN policy does not mention current legal requirements. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
32.	Bedford	SEN and inclusion policy contains incorrect definition of disability. Equality Act 2010 referenced in equality and diversity statement. Prejudice-related bullying identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	Two equality objectives published, but neither measurable. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
33.	Brighton	No school policies available on website. Prejudice-related bullying not identified in anti-bullying policy (no policy available). NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
34.	Wandsworth, London	Behaviour and ethos policy identifies prejudice-related bullying. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
35.	Tower Hamlets, London	No SEN policy. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
36.	Westminster, London	No SEN policy. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
37.	Tower Hamlets, London	Unable to confirm if setting is open.	Unable to confirm if setting is open.
38.	Surrey	SEN policy references Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
39.	Corby	No policies on website apart from acceptable use policy. Prejudice-related bullying not identified in anti-bullying policy (no policy available). NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
40.	Cramlington, Northumberland	SEN policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying not identified in behaviour management policy. No anti-bullying policy available. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
41.	Derby	Equal opportunities policy makes no reference to legal requirements. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	Disability equality scheme contains action plan, but no reference to other protected characteristics. No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
42.	Bradford, West Yorkshire	Accessibility plan contains out-of-date reference to Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
43.	Bradford, West Yorkshire	Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
44.	Birmingham	No SEN or anti-bullying policy. Prejudice-related bullying not identified in anti-bullying policy (no policy available). NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
45.	London	Prejudice-related bullying identified in anti-bullying policy NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
46.	Enfield, London	Disabled access policies make reference to Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
47.	Abingdon, Oxfordshire	SEN policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
48.	Liverpool	SEN and disability policy and preventing bullying policy indicated on website but cannot be downloaded. Disability Discrimination Act policy not downloadable. Unable to see if prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
49.	Sunderland	No policies available on website. Unable to see if prejudice-related bullying identified in anti-bullying policy (if policy exists). NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
50.	Hertfordshire	Equal opportunities policy makes reference to Equality Act 2010. Prejudice-related bullying not identified in anti-bullying policy. REFERENCE TO EQUALITY ACT 2010 BUT NO REFERENCE TO PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
51.	Southwark, London	No anti-bullying policy available. Unable to see if prejudice-related bullying identified. Prejudice-related bullying not identified in behaviour policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
52.	Haringey, London	Diversity and equality policy identifies prejudice-related bullying. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	SEN policy identifies some aspects of 'due regard' in relation to the protected characteristic of disability. Limited equality information in relation to other protected characteristics. No equality objectives published. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
53.	Hatfield, Hertfordshire	No policies on school website. No anti-bullying policy available. Unable to see if prejudice-related bullying identified. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
54.	Suffolk	Learners with special educational needs & disability (SEND) policy makes no reference to Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
55.	Enfield, London	Equalities policy makes reference to Equality Act 2010, the protected characteristics and the PSED. Prejudice-related bullying identified in anti-bullying policy. REFERENCE MADE TO EQUALITY ACT 2010 AND PSED	Equalities policy states that equality information and objectives will be published as part of minutes of governing body. Minutes not available on website, so unable to identify if school has fully complied with specific duties. COMPLIANCE WITH PSED SPECIFIC DUTIES UNCERTAIN.
56.	Warrington	Race equality policy contains out-of-date reference to Race Relations (Amendment) Act. Disability policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
57.	Leeds	SEN inclusion policy does not reference requirements set out in Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
58.	Newham, London	Equal opportunity and diversity policy has no reference to Equality Act 2010. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
59.	Birmingham	No SEN policy. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
60.	Reading	Equal opportunities policy makes clear statement against discrimination and identifies the protected characteristics. Disability policy contains out-of-date reference to the Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
61.	Birmingham	No SEN policy. No anti-bullying policy. Prejudice-related bullying identified in behaviour policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
62.	Feltham	SEN policy has incorrect definition of disability. Prejudice-related bullying identified in behaviour policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
63.	Barnet, London	Equality policy makes reference to Equality Act 2010, protected characteristics and PSED. Out-of-date references made to gender equality duty. Prejudice-related bullying identified in anti-bullying policy. REFERENCES MADE TO EQUALITY ACT 2010 AND PSED.	Some equality information on how duty will be met but no measurable equality objectives. PARTIALLY COMPLIANT WITH PSED SPECIFIC DUTIES.
64.	Southampton	Single equalities policy and plan references Equality Act 2010, the protected characteristics and the PSED. No anti-bullying policy. Prejudice-related bullying identified in single equalities policy. REFERENCES MADE TO EQUALITY ACT 2010 AND PSED.	Some equality information. Equality objectives provided but not all measurable. COMPLIANT WITH PSED SPECIFIC DUTIES.
65.	Runcorn	SEN policy makes reference to Equality Act. Disability statement also makes reference to Equality Act and requirements such as reasonable adjustments, but contains out-of-date references to disability equality duty. No anti-bullying policy. Prejudice-related bullying not identified in behaviour policy. REFERENCES MADE TO EQUALITY ACT 2010 BUT NOT TO PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
66.	Suffolk	Equalities policy states school welcomes its duties under the Equality Act, and references the PSED. Prejudice-related bullying identified in anti-bullying policy. REFERENCES MADE TO EQUALITY ACT 2010 AND PSED.	Equalities policy states that 'Specific equality objectives will be developed and included within the Trust and School Development Plans.' Equalities Duty - Action Plan 2012-13 provides some equality information on how the duty is being met. One equality objective published. COMPLIANT WITH PSED SPECIFIC DUTIES.
67.	Newham, London	No SEN policy. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
68.	London	No SEN policy. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
69.	Camborne, Cornwall	Inclusion and SEND policy contains out-of-date reference to Disability Discrimination Act. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
70.	Wiltshire	SEN policy has incorrect definition of disability. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
71.	Nottingham	No policies available on website. No anti-bullying policy available - unable to see if prejudice-related bullying identified in anti- bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
72.	Blackburn	SEN policy does not reference current legal requirements. No anti-bullying policy available - unable to see if prejudice-related bullying identified in anti- bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
73.	Peterborough	No policies available on website. No anti-bullying policy available - unable to see if prejudice-related bullying identified in anti- bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
74.	Essex	Prejudice-related bullying identified in anti-bullying policy. Harassment, bullying and victimisation policy contains out-of-date references to Disability Discrimination Act, Sex Discrimination Act and Race Relations Act. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
75.	Greenwich, London	SEN and disability policy has incorrect definition of disability. Prejudice-related bullying identified in behaviour policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

School number	Location	Awareness of Equality Act 2010 and public sector equality duty	PSED specific duties: publication of equality information and objectives
76.	Bootle, Merseyside	Only safeguarding policy available on website. Unable to see if prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
77.	Staffordshire	SEN policy doesn't cover requirements related to disability. Prejudice-related bullying identified in preventing bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
78.	Maidstone, Kent	SEN policy has incorrect definition of disability, and does not cover requirements in relation to disabled pupils. Prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.
79.	Tower Hamlets, London	Only admissions policy available on website. No anti-bullying policy available - unable to see if prejudice-related bullying identified in anti-bullying policy. NO REFERENCE MADE TO EQUALITY ACT 2010 OR PSED.	No equality information or objectives published. NOT COMPLIANT WITH PSED SPECIFIC DUTIES.

'London for All' is a London Councils' funded project to capacity build London's voluntary and community sector. The project aims to help organisations become more efficient, deliver accessible services and better support Londoners.

This is a partnership project, led by London Voluntary Service Council and delivered with Race on the Agenda, Women's Resource Centre, HEAR and Lasa.

'London for All' can help your organisation strengthen its knowledge and skills, work more effectively and efficiently, deliver more accessible services and better support service users.

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London Councils is committed to fighting for more resources for London and getting the best possible deal for London's 33 councils. To read about London Councils' grants funding and the work of some of the groups we support please visit www.londoncouncils.gov.uk/grants

What is ROTA?

ROTA is an action research and social policy organisation focused on issues impacting on Black, Asian and minority ethnic (BAME) communities.

As a BAME-led organisation, all ROTA's work is based on the principle that those with direct experience of inequality should be central to solutions to address it. Our work is actively informed by the lived experiences of BAME communities and their organisations.

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