



Swallow Grange Public Sector Equality Duty (PSED) Statement

Date: April 2026

Next Review: April 2027

1. Overview

Swallow Grange is committed to meeting its responsibilities under the **Public Sector Equality Duty (PSED)** as set out in the **Equality Act 2010**.

Although operating as an alternative provision, we recognise the importance of promoting equality, inclusion, and fairness in all aspects of our work.

We actively work to ensure that all pupils, staff, and stakeholders are treated with dignity and respect, and that barriers to participation are identified and addressed.

2. Our Duties

In line with the Public Sector Equality Duty, Swallow Grange has due regard to the need to:

1. **Eliminate unlawful discrimination, harassment, and victimisation**
2. **Advance equality of opportunity** between individuals who share a protected characteristic and those who do not
3. **Foster good relations** between different groups

3. Our Context

Swallow Grange supports pupils aged 4–11 with **special educational needs and/or social, emotional and mental health (SEMH) needs**.

Our cohort includes pupils who may be particularly vulnerable due to:

- Communication difficulties
- Emotional regulation needs
- Previous adverse educational experiences

This context informs our approach to equality, ensuring that provision is **highly personalised, inclusive, and responsive**.

4. How We Meet the Duty

4.1 Eliminating Discrimination

We achieve this by:

- Maintaining clear policies that promote equality and inclusion
- Challenging discriminatory language or behaviour
- Ensuring staff understand their responsibilities through training
- Responding promptly and effectively to any concerns or incidents

4.2 Advancing Equality of Opportunity

We advance equality by:

- Providing tailored support to meet individual needs
- Removing barriers to learning and participation
- Ensuring all pupils can access a broad and appropriate curriculum
- Using high staff ratios to support engagement and progress
- Monitoring pupil outcomes and engagement

4.3 Fostering Good Relations

We foster positive relationships by:

- Promoting respect, understanding, and kindness
- Supporting pupils to develop social skills and emotional awareness
- Encouraging positive interactions between pupils and staff
- Embedding relational and restorative approaches

5. Equality Objectives

Swallow Grange has set specific equality objectives (2026–2030), which focus on:

- Improving communication accessibility
- Strengthening staff knowledge and inclusive practice
- Enhancing curriculum accessibility
- Increasing parent engagement
- Developing the physical and emotional environment

Progress towards these objectives is reviewed annually.

6. Monitoring and Impact

We monitor the impact of our equality work through:

- Pupil progress and engagement data
- Behaviour and wellbeing information
- Feedback from pupils, parents, and staff
- Ongoing review of provision and practice

This enables us to identify areas for improvement and take appropriate action.

7. Accessibility

This statement should be read alongside the **Swallow Grange Accessibility Plan (2026–2029)**, which outlines how we are improving access to the curriculum, environment, and information.

8. Review

This statement will be:

- Reviewed **annually** by the Senior Leadership Team
- Updated to reflect changes in provision, cohort needs, or legislation

Commitment

Swallow Grange is committed to ensuring that equality is embedded in all aspects of its work and that all pupils are supported to succeed in a safe, inclusive, and respectful environment.

Signed: Jayne Chudley – Managing Director 29th April 2026