



EQUALITY DUTY STATEMENT

1. INTRODUCTION

The Equality Act 2010, which replaces the previous anti-discrimination laws with a single act, came into force on 1st October 2010. A key measure in the Act is the public sector Equality Duty, which came into force on 5th April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The aims of the Equality Duty are to;

- **Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it**
- **Foster good relations between people who share a protected characteristic and people who do not share it.**

2. PROTECTED CHARACTERISTICS

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

2.1 The Equality Act makes it unlawful to treat someone differently, either through direct and indirect discrimination, harassment and victimisation or by failing to make a reasonable adjustment for a disabled person.

2.2 Age applies to a school as an employer, but not with regard to the treatment of pupils and prospective pupils.

3. ALL PUBLIC SECTOR BODY REQUIREMENTS

- Publish relevant information regarding our compliance with the duty. School can decide what information is relevant and can reference other information, either ours or other publically available data, without the need to reproduce it. This information must be published annually.

- Set and publish equality objectives. Again, these are to be decided by school. The objectives must be reviewed every four years.

4. SCHOOL APPROACH

The Equality Act's provisions cover all aspects of school life such as the treatment of;

- Pupils and prospective pupils
- Parents and carers
- Employees
- Local community

4.1 Leadership

Within our school, all staff and Governors are responsible for ensuring the school meets its duties under the Equality Act 2010.

4.2 Elimination Harassment and Bullying

The school will not tolerate any form of harassment and bullying of pupils or staff.

4.3 Training

We will provide relevant training by using all suitable delivery methods.

4.4 Procurement and Contractors

We will take steps to ensure that contractors working at the school operate within the requirements of our Equality Statement.

4.5 Visitors to the school

We will take steps to ensure that all visitors to the school, including parents, act within the requirements of our Equality Statement.

4.6 Publishing the Statement

We will publish our Statement on our website with a paper copy available on request.

4.7 Reporting our progress

We will use report our progress against the Duty through our regular reporting mechanisms.

4.8 Reviewing and Revising the Statement

We will review and revise the Statement no later than four years from publication of this Statement

5. EQUALITY OBJECTIVES

- All students will reach their potential
- We will promote fair access to appropriate development opportunities for all staff
- We seek the views of the members of our school community (students, parents, staff and our wider community) in order to inform the school's planning and review process

6. RELATED SCHOOL POLICIES

The following policies are relevant to the school's approach to ensuring the aims of the Equality Duty are met;

- Special Educational Needs and Disability Policy
- Anti-Bullying Policy
- Behaviour Policy
- Equal Opportunities Policy

When these policies are reviewed, consideration will be given to the aims of the Equality Duty and to the school's commitment to valuing all people equally.

7. RELATED DATA

The following is a list of data that school will publish annually in line with the Equality Duty;

- Reference to Raise Online (relative performance of different groups of students in school)
- Summary of behaviour, including any exclusions, broken down by characteristics

Author – Kate Heaton (SENCO)

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