



Equality Objectives

In April 2011 the Public Sector Equality Duty came into force in England, Scotland and Wales. This duty replaces the existing race, disability and gender equality duties.

The Equality Act 2010 says that Schools and other public bodies must:

- Encourage good relations and ensure everyone has equality of opportunity
- Eliminate unlawful discrimination, harassment and victimisation
- Help make sure everyone has an equal chance to make the most of their lives and talents

Also, the Equality Act aims to make sure that people with certain characteristics are protected from discrimination. The eight protected characteristics/groups are:

Age (as an employer but not applicable to pupils), Disability, Sex, Gender reassignment, Race, Pregnancy and maternity, Religion or belief, Sexual orientation.

In line with our duties under the Equality Act, we are assessing our existing practices in relation to equality and considering objectives to help us improve further. We have set three objectives:

- To narrow the attainment gap between the lowest achieving children and the highest achieving children in reading, writing and mathematics
- To ensure policies and practice reflect our equality duty and that staff have a good understanding of what this entails and how they promote equality in school
- To promote and enhance community cohesion and a sense of shared belonging in the school, and in the school's neighbourhood

Reviewed January 2019