



## Equalities information

As part of the Equality Act 2010 all schools have a duty to publish Equality data and school objectives to address potential inequality in the school by April 6th 2012.

It is unlawful to discriminate against individuals by treating them less favourably because of their gender, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage and civil partnership. These features are now 'protected characteristics' under the act.

The **Public Sector Equality Duty** ( PSED ) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Schools are subject to the equality duty and must, in the exercise of their functions, have due regard to the need to:

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

In practice this means :

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

## Equality Objectives

### Our school Equality Objectives

- To continue to monitor pupil progress and attainment to ensure that groups with 'protected characteristics', are not disadvantaged in their education.
- To monitor the involvement of families in school activities, meetings, learning experiences, to ensure that groups with 'protected characteristics', are not disadvantaged in their access to school expertise

These objectives are reviewed at least once every 4 years.