



The equality duty was developed in order to harmonise the equality duties and to extend it across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty 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

We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of any of the 9 protected characteristics. (See Equality Policy)

Public Sector Equality Duty	Equality Objectives	Actions	Review
Eliminate discrimination, harassment and victimisation	To make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.	Challenge personal prejudice and stereotypical views whenever they occur. Buy SLA from MEAS (Multi Ethnic Achievement Service) for support and advice. Audit our resources including books and toys to ensure all protected characteristics are represented positively.	As necessary Spring 2019 SLT review SLT review termly
	To make sure that our school is a safe, secure and stimulating place for everyone.	Record and challenge all incidents of bullying or perceived bullying and follow up with actions to be reviewed regularly by SLT.	As necessary
Advance equality of opportunity between different groups	To ensure that everyone is treated fairly and with respect. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.	Create a curriculum that appeals to boys and girls. Staff to be aware of disadvantaged children (Pupil Premium, LAC, EAL, SEND), plan appropriate support and discuss their progress at half termly meetings.	September 2018 Half termly meetings
	To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.	As a School of Sanctuary, continue to educate our school community about the need to welcome families from difficult circumstances. As vacancies arise in school, we will always give due regard to our Equalities Policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.	As necessary As necessary

Foster good relations between different groups	<p>To celebrate the individuality and cultural diversity of the community centred on our school we value each pupil's worth and show respect for all.</p> <p>To offer positive educational experiences, and support for each individual's legitimate point of view in order to promote positive social attitudes.</p> <p>We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and through school council.</p>	<p>Hold multi faith and multi- cultural weeks each year. Different religions are studied in each year group.</p> <p>As a Stonewall Champion school continue with our work on Diversity.</p> <p>The focus of our induction day each year is Diversity.</p> <p>Teach Jigsaw PSHE sessions- Celebrating Difference.</p> <p>Through our Philosophy for Children sessions promote the Rights of the Child through a focus on the article of the month.</p> <p>Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.</p>	<p>Annual weeks Multi Faith- October Multi-Cultural-June</p> <p>July each year</p> <p>Autumn term annually</p> <p>Each month</p> <p>On going</p>
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