



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 including challenging the use of derogatory language 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 Annually SLT review – Spring Term
	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.	Each term
Advance equality of opportunity between people who share a protected characteristic and people who do not share it	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 all pupils and enables all to attain highly through careful data analysis and related actions. Staff to be aware of disadvantaged children (Pupil Premium, CLA, Those under Social Care, EAL, SEND), plan appropriate support and discuss their progress at half termly meetings.	Curriculum Review-2021 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 necessary

		<p>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.</p> <p>Good attendance for all is promoted through various initiatives and analysed to identify and address concerns for all groups of pupils.</p>	<p>As necessary</p> <p>Ongoing and half termly analysis</p>
<p>Foster good relations across all characteristics- between people who share a protected characteristic and people who do not</p>	<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>Pupils learn about various faiths and cultures through the curriculum. Different religions are studied throughout the Religious Education curriculum.</p>	<p>All year</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>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>Ongoing</p> <p>July each year</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>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>Autumn term annually</p> <p>Each month</p>
		<p>Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.</p> <p>Promote engagement of different groups of parents/carers through our Parent Partnership Group.</p>	<p>On going</p> <p>Meet each half term</p>