

Equality

Equality Information and Objectives

July 2017

The Equality Act 2010 establishes a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to our school and which extends to all protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. The duty has three main elements. In carrying out our functions, the school is required to **have due regard to the need to:**

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it.

In our school this means:

- Decision makers in schools are aware of the duty to have “due regard” when making a decision or taking an action and must assess whether it may have implications for people with particular protected characteristics.
- We consider equality implications before and at the time that we develop policy and take decisions, not as an afterthought, and we keep them under review on a continuing basis.
- The PSED is integrated into the carrying out of school's functions, and analysis necessary to comply with the duty is carried out seriously, rigorously and with an open mind.

Governors have agreed the following Equality Objectives.

Objective 1:	To ensure that the curriculum effectively supports the needs of all children.
Objective 2:	To ensure that there are no gender differences in attainment (eg girls' maths).
Objective 3:	To diminish the difference in pupils' progress in maths between disadvantaged pupils and non-disadvantaged pupils.

Approved: FGB 13/12/2017