

Public Sector Equality Duty Statement

Public bodies such as schools have a duty under the 2010 Equality Act, to ensure they promote equality within their organisation and this statement sets out how we endeavour to achieve this.

As a community school, we believe in the right of every single person to be treated with equal dignity and compassion alongside equal legal protection. This is fundamental to the school ethos which underpins everything we do in school. Our aim is for all members of the school community to feel valued and included and we recognise each individual's contribution to the world in which we live.

The three aims of the equality duty are to:

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

In order to have due regard to these duties, all schools need to demonstrate the action they are taking to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

In this respect, a protected characteristic could be any one of a multitude of factors that are shared by a particular groups of people, but will include characteristics such as race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

In light of the above, we will collect and analyse any data pertaining to prejudice – related incidents within each academic year and use this to inform future objectives and decision-making.

We are committed to fulfilling the responsibility that all groups with protected characteristics will be treated with dignity and respect and have equal rights.

The school **Single Equalities Policy** outlines in greater detail how we intend to put policy into practice.