

The Public Sector Equality Duty

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

From 2018 our Equality Objectives are:

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools. We will continue to focus upon ensuring that those students who have Free School Meals or who are in the care of the local authority, have the opportunities and resources to achieve in line with other groups of learners.
- To improve accessibility to the school site by ensuring that any new building work ensures full access for any disability. We will also continue to make other adjustments on a case by case basis in order to meet the needs of individual students
- To collect voluntary data and monitor our work force so that we have a clear picture of any equality issues affecting our workforce and so that we may endeavour to ensure that the body of staff is reflective of the local community

Specific tasks relating to these objectives are detailed within the School Development Plan. Further information with regard to accessibility can be found in the Accessibility plan. Our equality objectives also link to the following policies:

Child Protection and Safeguarding

Equal Opportunities

Special Educational Needs

Inclusion Policy incorporating Disability Discrimination Policy and Accessibility Plan

Supporting Students with Medical Conditions Policy