



Equality Duty Information & Objectives

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*On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales.
This duty replaces the existing race, disability and gender equality duties.*

Please note, that once the school is opened and the needs of the community are established, the Leadership Team, Staff & Governors will work together to secure the Equality Objectives and implement the strategic actions.

The 3 aims of the General Equality Duty are:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act** - by removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not** - by taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not** - by encouraging people from protected groups to participate in public life, or in other activities where their participation is disproportionately low.

The nine protected characteristics/groups are:

- Age
- Disability

- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage or Civil Partnership

Guiding Principles

In fulfilling our legal duties listed above, we will be guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of the personal and cultural identity that is confident and open to change, and that is receptive and respectful toward other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

From September 2017, when the school opens, we will as a staff team and Governing Body, identify the needs of our community to ensure that we deliver a plan, which ensures that every aspect of our school promotes equality for all stakeholders – pupils, staff, parents and members of our community. We will devise our Equality Objectives by:

- As a staff team & Governing Board, identify the positive approaches to equality within policies and practice to identify and relevant gaps improve outcomes.
- Consider how the school can successfully engage with protected groups, identifying where practice could be improved.
- Consistently analyse our effectiveness in terms of equality.

N.B. Our organisation will have less than 100 employees, so some of the protected characteristics may not be directly in relation to our pupils.