



## 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.*