

# Equality Act 2010

The Equality Act 2010 replaced all existing equality legislation. It put in place a number of duties to ensure public bodies and schools have due regard to certain 'protected' groups. The protected groups are: age, gender reassignment, disability, race, religion or belief, gender, sexual orientation and pregnancy /maternity.

The general duty is set out in Section 149 of the Equality Act 2010. In summary all public bodies and schools must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not. (Please refer to the school's Single Equality Scheme for full details).

## Equality Objectives April 2012

Schools have a legal requirement to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty. In setting our objectives the school will:

Set objectives that are appropriate to our size and circumstances.

Set objectives that address the most pressing issues facing the protected groups, that fit the school's needs and are achievable in an appropriate timescale.

Align the objectives with the normal planning of the school, including self-evaluation and the school development plan.

The objectives will be published on the school's website.

### Evaluation and Moderation of the Equality Objectives

The Curriculum, Personnel and Safeguarding Committee of the Governing Body will evaluate and moderate progress towards the objectives once per year in the spring meeting. The committee will present its evaluation to the full Governing Body in the spring term. The CPS Committee will ensure the school's objectives are published every four years.

The next publishing date is May 2022.

Objectives to be formally reviewed: Autumn 2021 for publication in April 2022