



## **Equality Information and Objectives**

**The Public Sector Equality Duty 2011 has three aims under the general duty for Schools:**

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

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

Our aim is to have due regard to the need to eliminate discrimination and advance equality of opportunity.

### **Objectives**

1. To increase the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
2. To further improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.
3. To promote understanding between different groups of people through curricular and extra-curricular activities ensuring stereotypes are challenged in all aspects of school life.

### **Business Planning**

During our business planning process we ensure that we take into account the effect of our decisions on different groups. We consider if there are any unintended consequences for some groups and whether our business plan will be fully effective for all target groups.