



eastbury
primary
school
Succeeding together

Public Sector Equalities Policy

Next Review: Autumn 2017



Succeeding together

Public Sector Equalities Duty at Eastbury Primary School

Welcome to equalities at Eastbury Primary School. You will find here information about how the school ensures it meets Specific Equalities Duties. (These are things our school **must** do).

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics – school must take into account when publishing information:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

There are also two other protected characteristics for which schools do not have a direct duty:

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.



General Duties

The three aims of the Public Sector Duty are:

- Eliminate unlawful discrimination, harassment and victimization 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 protected characteristic and those who do not.

Specific Duties

Publish Information

- You will find information about our school community

Equality Objective – Action Plan

- Equality Objectives – Actions we will take after careful thorough (analysis)

All the information and analysis will be from school improvement plans, evaluation and student data. We intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and less well so we can plan to improve.

A lot of this information is already being used by the school to develop and become better at making sure we are doing well for all our students. Some of the information may show us that we could be doing better. We will use information which tells us we could be doing better to plan for the future and include these in our Equalities Objectives that you will also find published here.

This information is meant to be clear and simple. If you have any problem with the way we have written it and you think of a way we can make the information clearer please let us know. You may contact Joseph Wilson.

You will find the information on the school website. It is called Equalities.

The person you need to contact if you are interested in helping us with our equalities or you can see something that can be improved is Joseph Wilson.

We look forward to hearing from you.