



# Meeting the Aims of the Equality Duty

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*Live life in all its fullness (John 10:10)*

## **Eliminating discrimination**

The school is aware of the requirements of the Public Sector Equality Duty as detailed in the Equality Act 2010 and complies with non-discrimination provisions. These are included within relevant policies including our SEND Policy, Anti-Bullying Policy, Whistleblowing Policy, Health and Safety Policy, Grievance Policy and our Pay Policy.

The headteacher maintains written records of any issues which might involve discrimination or bullying. Incidents involving discrimination are reported to the local authority electronically as they occur.

## **Advancing equality of opportunity**

Data is analysed regularly to check how groups with different characteristics are performing. Steps are then taken to address any issues and these are discussed with the school's local academy council. Data is also collected and recorded as part of the recruitment process and is kept separate from the selection process.

## **Fostering good relations**

School seeks to foster good relations between those who share a protected characteristic and those who do not share it. This applies to both staff and pupils.

Through the curriculum, particularly through RE and PSHE sessions, opportunities are taken to promote tolerance and understanding of a range of religions and cultures. These also feature as themes in assemblies.

Where groups of pupils fall out or there are reports of unkindness, these are always followed up by a member of staff who will listen to both sides and seek to facilitate resolution between pupils. Our older pupils are trained in peer mediation and have a clear focus on equality.

## **Equality considerations**

The DfE guidance explains in paragraph 5.5 that schools are required to have "due regard" to equality considerations whenever significant decisions are being made.

We have due regard to equality considerations when considering significant decisions. For example, classroom remodelling was completed bearing in mind disabled access, school trips are planned to be accessible to disabled pupils, and extra-curricular activities are open to both boys and girls.