

# Equality Act 2010 - Duties for All Schools

In order to meet the requirements of the Equality Act 2010, schools must meet both general and specific duties.

The general duty requires that all schools have due regard to:

1. a) Eliminate discrimination, harassment, victimisation and any other conduct, which is prohibited by or under the Act of Law.
2. b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to meet the three aims of the general duty schools have specific duties. These are:

1. a) To publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty.
2. b) To prepare and publish specific and measurable objectives which they will pursue in the coming years to achieve the three aims of the general duty.

## Protected Characteristics

There are nine protected characteristics and these relate to:

Age	Ethnicity and Race	Gender Identity & Trans Gender
Disability	Gender	Marriage & Civil Partnership
Pregnancy, Maternity & Breast Feeding	Religion & Belief	Sexual Identity & Orientation

## Our Objectives

Our objectives are summarised below. These are taken from our School Strategic Plan together with the school's PSHE scheme.

1. To narrow the gap in writing between boys and girls.
2. To raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and lessen the chances of the word 'Gay' being used negatively.
3. To promote positive attitudes and understanding towards all religions and faiths.
4. To ensure curricular and extra-curricular activities are inclusive and accessible for pupils with special educational needs/disabilities.
5. To sign up for the Disability Confident scheme and promote our Disability Confident committed badge on all job adverts, application forms and information by January 2021, to help address the under-representation of people with disabilities in the school workforce.
6. To take active steps to promote the equality of opportunity between men and women, girls and boys when carrying out their roles, responsibilities and expectations.