



## Public Sector Equality Duty 2023 - 2024

Great Moor Infant School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out public function and service.

Compliance with the Public Sector Equality Duty is a legal requirement and requires schools to integrate and include consideration of Equality into day to day routines at Great Moor Infant School.

As set out in The Equality Act of 2010 schools, in the exercise of their functions must have due regard to:

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

### Protected Characteristics

The protected characteristics for the school's provision are:

1. Disability
2. Gender reassignment
3. Pregnancy and maternity
4. Race
5. Religion and belief
6. Sex
7. Sexual orientation

### Objectives

1. To ensure that all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum.
2. To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the school and the wider community.
3. To investigate any form of discrimination, harassment or victimisation by or to any pupil or member of staff at Great Moor Infant School.
4. To ensure that no-one is unfairly or illegally discriminated against as a consequence of their protected characteristics.
5. To ensure that all pupils and members of staff are fully involved in this policy and provision made by the school and that management accepts full responsibility for regular review and transparency.
6. To identify training requirements in this very important area and allocate school budget funding.

### Outcomes

- All staff and pupils should feel safe from victimisation, harassment and discrimination and feel treated with equal status.
- The involvement of children, staff, parents and governors to enhance equality wherever possible.
- The involvement of all children in promoting diversity and equality.
- Reasonable adjustments should be made to accommodate difference and promote equality by all members of staff.
- Policies are kept under regular review with regard to promoting equality and remaining within the Public Equality Duty.