

Broad Square Equality Objectives (Equality Act 2010)

What is Disability Equality and how does the Equality Act impact on our school?

Under the Equality Act there is a requirement for public sector bodies, including our school, to promote equality for disabled people in every aspect of their work.

The Equality Act 2010 introduced a single Public Sector Equality Duty (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and which extends to all protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

This duty requires schools to adopt a proactive approach, mainstreaming disability equality into all decisions and activities. The duty applies also to parents, members of staff, visitors to the school, local community members and to potential pupils of the future. Schools can implement the general duty by actively reviewing all their policies, procedures and planned access improvements to remove barriers, with a view, for example, to greater recruitment and retention of disabled staff, greater participation of disabled pupils, disabled parents and community members.

What are our specific duties?

Schools need to publish their equality information and objectives in line with the Equality Act 2010

The 3 aims are:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** (Removing or minimising disadvantages)
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.** (Meeting needs)
- **Foster good relations between people who share a protected characteristic and those who do not.** (Encouraging participation)

We try to provide as complete and clear a picture as possible of how our school has due regard to the need to eliminate discrimination and harassment, advance equality and foster good relations.

We prepare and publish equality objectives at least every 4 years.

Broad Square Primary Schools Equality objectives

In accordance with *our mission statement* we will ensure equal human rights are respected for all.

We will assess our current school practices and implement all necessary resulting actions in relation to age, disability, sex, gender reassignment, race, pregnancy and maternity, religion or belief and sexual orientation.

Responsibilities

Governors as a whole are responsible for:

- making sure the school complies with the relevant equality legislation;
- monitoring progress towards the equality objectives and reporting annually.

The Head teacher is responsible for:

- drawing up, publishing and implementing the school's equality objectives;
- making sure steps are taken to address the school's stated equality objectives;
- making sure the equality plans are readily available and that the governors, staff, pupils, and their parents/carer are aware of them;
- producing regular information for staff and governors about the plans and how they are progressing;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents;
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups;
- dealing with prejudice-related incidents and reporting any concerns;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

Mrs. Spencer, the head teacher is responsible overall for monitoring the recording of prejudice-related incidents.

This is a working document and will link into other policies including:

- SEND POLICY
- ACCESSIBILITY PLAN
- SCHOOL DEVELOPMENT PLAN
- SUPPORTING CHILDREN WITH MEDICAL CONDITIONS POLICY
- STAFF CODE OF CONDUCT

This document was produced in May 2017 and will be reviewed annually.
This document can be produced in other formats as needed upon request.

Signed: 

Date: May 17