



**Ravenscroft
Primary School**
Explore. Achieve. Fly.

Equalities Policy

Public Sector Equality Duty at Ravenscroft Primary School

Ravenscroft Primary School ensures that it meets its Specific Equalities Duties in relation to the relevant legislation. Under the **Public Sector Equality Duty** we are required to publish information about equalities. The **Equality Act 2010** clearly states that the following groups must be taken into account:

Groups with Protected Characteristics are:

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

There are also 2 other protected characteristics but schools do not have a direct duty in respect of these:

- Age
- Marriage and Civil Partnership

The information we publish and analyse is clearly linked to the three aims (General Duties ie what the school aims to achieve) of the Public Sector Equality Duty.

General Duties

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation 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 a protected characteristic and those who do not

Specific Duties

- Publish information
- Have an action plan for school equality objective

All the information and analysis is from our School Development Plan, the School's Self Evaluation and pupil data – information that we use to improve education for all groups in the school and this is it informs our equality objectives. The information we provide is broken down to show how the school is performing in providing services and functions to different groups within the school community.

On the School's website we publish information about:

- Attainment – how well students are doing including disabled/SEN pupils
- Participation and engagement – are students joining in and getting a chance to take part
- Behaviour including anti-bullying – our policies, rewards etc
- How we are going to work towards improving what we do

We are always happy to help people to understand the information and we welcome suggestions for improving equality in our school.

This policy was agreed on	<u>January 2016</u>
Policy to be reviewed by:	<u>January 2020</u>

The following documents have been taken into account in the production of this policy:

- The Equality Act 2010
- The Equality Act 2010 and schools Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014
- <http://www.equalityhumanrights.com/private-and-public-sector-guidance/education-providers/schools-guidance/introduction/schools-provisions-act>