

## **Newbottle and Charlton C.E.V.A. School**

### **The Public Sector Equality Duty Information**

Newbottle and Charlton School will, in accordance with the Equality Act (2010) consider all individuals when carrying out its day to day work – in shaping policy, in providing education to its pupils, and in relation to the school's own employees.

#### **Legislation and guidance**

This document meets the requirements under the following legislation:

- › [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- › [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

#### **Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:**

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

#### **The Equality Duty covers the following protected characteristics:**

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

#### **Roles and Responsibilities**

All members of the school community, governors, staff, pupils, parents and visitors all have a part to play in implementing promoting equality, challenging

inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote the understanding of this responsibility will:

- Ensure all stakeholders are made fully aware of our Equality information and how it affects their work.
- Ensure pupils and visitors to our school are clear about the expectations to our commitment to promoting equality.
- Provide training/development and updates as appropriate.
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils

**Newbottle and Charlton School will publish its Equality Objectives each year for the next academic year.** These will be included in the School Development Plan; progress in meeting these objectives will be regularly reviewed by staff and governors, and the objectives themselves will be reviewed and updated annually for inclusion in the School Development Plan.

Reviewed on: June 2021

Next Review on June 2025