

# Equality Statement

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February 2016

## SHARROW SCHOOL – Responsibilities

Sharrow School have developed our Equality Statements to help us to meet our Public Sector Equality Duty under the Equality Act 2010.

The Equality Act's provisions cover all aspects of school life such as the treatment of:

- pupils and prospective pupils
- parents and carers
- employees
- local community

The Equality Act 2010 has simplified anti-discrimination laws by having a single equality Act. This makes it easier for people to understand and comply with the law. The 2010 Act has also strengthened protection in some situations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act makes it unlawful to treat someone differently, either through direct and indirect discrimination, harassment, and victimisation and by failing to make a reasonable adjustment for a disabled person.

Since 6 April 2011 all public bodies have been bound by the Public Sector Equality Duty including:

- local authorities
- Schools, colleges and other state-funded educational settings including academies

Age applies to a school as an employer, but not with regard to the treatment of pupils and prospective pupils.

We are bound by the Public Sector Equality Duty to have due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation
- advance equality of opportunity; and
- foster good relations

The general duty is supported by specific duties, these are to:

- Publish information which demonstrates our compliance with the duty to have due regard for the three aims of the general duty and to annually repeat this.
- Prepare and publish our specific and measurable objectives to achieve the three aims of the duty and undertake this no later than in four years time.

## **Leadership**

Within our school all staff and Governors at the school are responsible for ensuring the school meets its duties under the Equality Act 2010.

## **Eliminating harassment and bullying**

The school will not tolerate any form of harassment and bullying of pupils or our staff.

## **Training**

We will provide relevant training by using all suitable delivery methods.

## **Procurement and Contractors**

We will take steps to ensure that contractors working at the school operate within the requirements of our Equality Statement.

## **Visitors to the School**

We will take steps to ensure that all visitors to our school including parents act within the requirements of our Equality Statement.

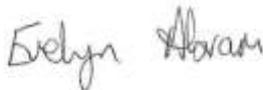
## **Reporting our progress**

We will report progress against the Duty through our regular reporting mechanisms. We will report to Governors at the end of each academic year.

## **Reviewing and Revising the Equality Statement**

We will review and revise the Statement no later than four years from publication of this statement.

**Headteacher**



**Chair of Governors**

