



Company number 8180450

# **Our Lady Seat of Wisdom Umbrella Trust**

## **Equality Duty**



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### EQUALITY DUTY

#### 1. Introduction

The Equality Act 2010 (the Act), which replaces the previous anti-discrimination laws with a single Act, came into force on 1 October 2010. A key measure in the Act is the **Public Sector Equality Duty**, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The aims of the Equality Duty are to:

- **Eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

#### 2. Protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race including ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

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

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

### **3. Public Sector requirements**

- **To publish relevant information regarding compliance with the duty.** The school decides what information is relevant and can also reference other information, either the school's or other publicly available data, without the need to reproduce it. This information must be published annually.
- **To set and publish equality objectives.** These also are to be decided by the school. The objectives must be reviewed every four years.

### **4. School Approach to the Equality Duty**

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

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

### **5. Leadership**

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

### **6. Eliminating harassment and bullying**

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

### **7. Training**

The school will provide relevant training, using all suitable delivery methods.

### **8. Procurement and Contractors**

Steps will be taken to ensure that contractors working at the school operate within the requirements of the Equality Statement.

### **9. Visitors to the School**

Steps will be taken to ensure that all visitors to the school, including parents, act within the requirements of the Equality Statement.

### **10. Publishing the Statement**

The Equality Statement will be published on the school website; a paper copy will be available on request.

## **11. Reporting on progress**

The school will report progress against the Duty through its regular reporting mechanisms.

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

The school will review and revise the Equality Statement at least every four years.

## **13. Equality Objectives**

- That all pupils reach their potential
- That the school will promote fair access to appropriate development opportunities for all staff
- That the school will seek the views of members of the school community including pupils, parents, staff and the wider community, in order to inform its ongoing planning and review process

These objectives will be reviewed with the rest of this document as part of the cycle of the Umbrella Policy Committee's review of policies. Review of the objectives will take into account priorities generated through the school's ongoing review cycles, which are informed by the collection of data including the views of pupils, parents and members of staff.

## **14. List of school policies and procedures which relate to the Equality Duty**

The following school policies and procedures are relevant to the school's approach to ensuring the aims of the equality duty are met:

- Special Educational Needs Policy
- Behaviour Policy
- Charging and Remissions Policy
- Curriculum Policy
- Equal Opportunities Policy
- Absence Management Policy, including Leave of Absence for Religious Observance
- Accessibility plan
- Staff Code of Conduct
- Governor Code of Conduct

When these policies are reviewed, consideration will be given to the aims of the Equality Duty and more generally to the school's commitment to value all people equally

In order to ensure that this is done, a copy of points 1 & 2 from this document will be included with any of the above policies when they are due for review as a reminder of the need to consider the impact of these policies in promoting equality.

### **15. Data relating to the school's adherence to Equality Duty**

The following is a list of the data which the school will publish annually in line with the Equality Duty:

- Reference to RaiseOnline with the relative performance of different groups of pupils in school
- A summary of behaviour data, including exclusions, broken down by characteristics
- A report showing the structure of current staff by characteristic (gender, race, etc) where that information is available
- A report of specific complaints/incidents of bullying related to age, race, religion, gender or sexuality, including a nil response
- A reference to any sections of the school Self Evaluation Form which provide evidence of the way in which the school has promoted equality, and/or important actions agreed which relate to promoting equality during the year

This information will be published as part of the Head Teacher/Head of School's report to Governors at the Spring Term meeting of the Full Governing Body.