**Knockhall Primary School: Equality Objectives & Public Sector Equality Duty Statement**

Our school understands that, under the Equality Act 2010, all schools have a duty to:

* Eliminate unlawful discrimination, harassment and victimisation;
* Advance equality between different groups;
* Foster good relations between different groups; and
* Promote mental health and wellbeing.

Our school’s overall values are underpinned by our statutory duties under the Equality Act 2010. We are dedicated to ensuring that every pupil receives an education that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst our pupils. ***Further information can be found within our Equality Policy as well as our Equality Objectives (Policies and Procedures tab).***

Our school’s demographic state is directly linked to our overall aims for achieving equality.

To achieve our aims, we will adopt the following methods:

* Embedding equality within teaching and resources
* Using key data indicators to understand the needs and characteristics of our school
* Promoting community cohesion
* Promoting parental engagement
* Investing in regular staff training
* Using key data, such as measures of wellbeing, to monitor the progress of pupils with protected characteristics
* Regularly reviewing our equality policy to ensure it reflects current trends and issues
* Promoting awareness of intersectionality

**Public Sector Equality Duty -**

Our local academy committee intends to fulfil its responsibilities under the ***Public Sector Equality Duty*** with regard to its workforce.

We show due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
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 protected characteristics – between people who share a protected characteristic and people who do not share it.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages

2. Take steps to meet different needs

3. Encourage participation when it is disproportionately low

When making a decision or taking an action our school will assess whether it may have implications for people with particular protected characteristics.

• By considering equality implications before and at the time of our policy development as well as during review

• By considering each aspect of the duty (having due regard to the need to eliminate discrimination is not the same thing as having due regard to the need to advance equality of opportunity)

• By assessing the risk and extent of any adverse impact that might result from a policy or decision and the ways in which the risk may be eliminated before the adoption of a proposed policy.

• By ensuring the equality duty is integrated into the carrying out of our school’s functions.