

## Whitegate End Primary School and Nursery

### EQUALITIES INFORMATION

**The Public Sector Equality Duty 2011 has three aims under the general duty for Schools and Academies:**

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our school has considered how well we currently achieve these aims with regard to the nine protected equality groups: race / disability / sex / gender reassignment / marriage and civil partnership / age / pregnancy and maternity / religion and belief or non-belief / sexual orientation

In compiling this equality information we have:

- Identified evidence already in the setting/centre of equality within policies and practice and identified gaps.
- Examined how our setting/centre engages with the protected groups, identifying where practice could be improved.

<b>Aims of the general duty</b>		
<b>What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?</b>	<b>How do we advance equality of opportunity between people who share a protected characteristic and those who do not?</b>	<b>How do we foster good relations between people who share a protected characteristic and those who do not?</b>
Equality Policy	Characteristics work in school assemblies	Linking Project with Coppice Primary
Behaviour Policy (incorporating Anti-Bullying)	Oldham Pledge	PHSE/RSE Policy
Logs on CPOMS	Global Studies (connected curriculum)	Personal Development Offer
NOHIB Incident Reporting	Diversity of the books in the school library	Links with St George Church and Ashgrove Care Home
	Focus on diversity built into the whole school curriculum.	Picture News Assemblies