

# SHEFFIELD FAMILY OF CATHOLIC SCHOOLS

## 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; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

### 2. The protected characteristics under the Act are:

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

2.1 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.

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

### 3. Under the duty, all public sector bodies are required to:

- **Publish relevant information regarding our compliance with the duty.** We decide what information is relevant and we can also reference other information, either ours or

other publically available data, without the need to reproduce it. This information must be published annually.

- **Set and publish equality objectives** These again 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
- local community

##### **4.1 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.

##### **4.2 Eliminating harassment and bullying**

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

##### **4.3 Training**

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

##### **4.4 Procurement and Contractors**

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

##### **4.5 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.

##### **4.6 Publishing the Statement**

We will publish our statement on our website, a paper copy will be available on request.

##### **4.7 Reporting our progress**

We will use report progress against the Duty through our regular reporting mechanisms.

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

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

## **5. Equality Objectives**

- All students reach their potential
- We promote fair access to appropriate development opportunities for all staff
- We seek the views of members of our school community (students, parents, staff and our wider community) in order to inform the school's ongoing planning and review process

These objectives will be reviewed along with the rest of this document as part of the three yearly cycle of governors' review of policies.

Review of these objectives will take into account school priorities generated through the school's ongoing review cycles which are informed by the collection of data including the views of students, parents and members of staff.

## **6. List of school policies and procedures which relate to 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
- Anti-bullying Policy
- Anti-Racism Policy
- Behaviour Policy
- Charging Policy
- Curriculum Policy
- Equal Opportunities Policy
- Leave of Absence Policy & Leave of Absence for Religious Observance Policy
- Maternity, Adoption and Paternity Leave Policy
- Shared Parental Leave
- Staff Development Policy
- Staff Harassment Policy
- Staff Recruitment and Selection Policy
- Trips Policy

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 by governors as a reminder of the need to consider the impact of these policies in promoting equality.

## **7. Data relating to our adherence to Equality Duty**

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

- Reference to RaiseOnline – relative performance of different groups of students in school
- Summary of behaviour data (inc exclusions) broken down by characteristics
- Report showing the ‘makeup’ of current staff by characteristic (gender, race, etc) where we have the information.
- Report of specific complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality – this should include a ‘nil’ response
- Reference to any sections of the school Self Evaluation Form which provide evidence of the way in which we have promoted equality &/or important actions agreed which relate to promoting equality during the year

This information will be published as part of the Headteacher’s report to governors at the Spring Term meeting of the full governing body.

In addition, a brief commentary on the above data, summarising evidence of performance in relation to the above headings will be published with this document on the school’s website. This summary will not contain specific data as this could enable identification of individuals. Instead, it will be a commentary of the review by governors.