



St. Stephen's School
and Children's Centre
Learning for life

Equalities Introduction

This policy is statutory will be reviewed every 3 years.

	Date	By	Role	Ratified	Date
Version 1	May 2015	Neena Lall Janet Mantey Fozia Ramzan Adam Bennett	Headteacher DHTs		
Version 2					
Version 3					
Version 2					

Public Sector Equality Duty at St Stephen's

Welcome to Equalities at St Stephen's School. You will find here information about how the school ensures it meets its Specific Equalities Duties (These are things our school **must** do).

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics - school must take into account when publishing information

We are mindful of all protected characteristic when completing our school information and Equality Objectives. We have identified the following characteristics as Priorities for the coming year after analysing our school data.

- Disability
- Gender
- Race (ethnicity)
- Religion and Belief

General Duties

The three aims of the Public Sector Equality Duty are:

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

Specific Duties

Publish information - Equalities Information and Analysis

- Information about our school community
- This is updated annually

Equality Objective - Action Plan

- Equality Objectives - Actions we will take after analysis of school information.
- This will be updated every 3 years

All the information and analysis will be from school development plans, evaluations and pupil data - we intend to use the information to improve education for all groups in the school, to plan for the future and include these actions in our Equalities Objectives which you will find also published.

You will find all the information on the school website in the Our School/Policies section. If you are interested in helping us with our equalities duties please contact Janet Mantey, Fozia Ramzan and Adam Bennett.

We would appreciate your comments and suggestions.