

Irchester Community Primary School

Equalities Information

Date of Publication 14th December 2011

The Public Sector Equality Duty 2011 has three aims under the general duty for schools/academies and settings:

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 eight protected equality groups: race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief/sexual orientation.

In compiling this equality information we have:

- Identified evidence already in the school setting of equality within policies and practice and identified gaps.
- Examined how our school setting engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.
- This work was undertaken by a group of Governors, staff and parents. If you require further information please contact the Headteacher.

The following matrix is a summary of information and will be used to outline our equality objectives to be published as an action plan by 6th April 2012.

Protected characteristics	Summary of our equalities evidence	Summary of how we currently engage with protected groups	Summary of equality analysis
Race	Collect data, links with other religions, part of the curriculum	Family Link Worker, Community Project, Equal Opportunity	Good
Disability	Collect data, disabled access and facilities	SENCo, Family Link Worker, Specialist Trained staff	Very good
Sex	Collect data, engage in non stereotypical activities.	After school clubs, Inclusive education.	Very good
Gender Reassignment	Not applicable at this time.	Support will be given as need arises.	Hasn't arisen and will be addressed as necessary.
Pregnancy and Maternity	Sex Education	Families welcome.	Good
Age	Equality of recruitment.	Inclusive. Senior citizens involved in school activities.	Improving
Religion and Belief	Collect data, RE curriculum.	Inclusive with parental choice.	Improving.
Sexual Orientation	Anti-bullying policy	Curriculum e.g. Life Bus	Good.