**The Public Sector Equality Duty**

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**

* Disability
* Sex (gender)
* Race (ethnicity)
* Pregnancy and Maternity
* Religion and Belief
* Sexual Orientation
* Transgender

There are also two other protected characteristics for which schools do not have a direct duty, they are:

* Age
* Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty.  General Duties are the things that schools aim to achieve)

**General Duties**

The three aims of the Public Sector Equality Duty are to:

* 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**

* Our School has a specific duty to ensure that we publish how we will adhere to the Equality act (2010) and ensure that the actions we take have had careful consideration.
* We have a duty to show what actions we will take to ensure that Equality objectives are being met

As part of whole school evaluation and the School Development plan, we analyse pupil data and consider all groups so that all pupils can achieve and attain as well as their peers. This information is evaluated and acted upon to enable the school to improve further.