

Blackgates Primary Academy

Equality Duty Statement



Blackgates
Primary Academy

Introduction:

Woodkirk Academy has developed this Equality Statement to help us meet our Public Sector Equality Duty ("**Equality Duty**") under the Equality Act 2010. The Equality Duty makes sure public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

Protected Characteristics:

The Equality Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. They are:

- Age (employees).
- Disability.
- Gender reassignment.
- Marriage and civil partnership (employees).
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality Duty:

The Equality Duty has two parts: the general duty and the specific duties. The general duty requires us to consider how our policies, practices and day-to-day activities impact on our pupils and staff.

We must have due regard to the need to:

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

The specific duties require us to:

- Publish information: (Equality Analysis) to show how we are complying with the Equality Duty. This will be updated annually, and:
- Prepare and publish: (Equality Objectives). We will publish objectives at least once every four years.