

# 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.