

# EQUALITY, DIVERSITY AND INCLUSION

## THE EQUALITY ACT 2010

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

To find out more about the Equalities Act 2010 please click [here](#).

## THE PUBLIC SECTOR EQUALITY DUTY

Under the Equality Act, the school is expected to comply with the Public Sector Equality Duty.

This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the Public Sector Equality Duty when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

To find out more about the Public Sector Equality Duty click [here](#).

Our Equality Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and the wider school community on our approach to promoting equality.

## EQUALITY OBJECTIVES

Our Equality Objectives are updated every four years and are as follows for 2021-2025:

- Continue to provide a school environment that welcomes, protects and respects all who learn, work or partner with us.
- Ensure that all members of the school community are treated with equal value.
- Recognise and respect differences and celebrate diversity.
- Foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- Embed equality and diversity within the curriculum.

## King Edward VI Handsworth School Equality Objectives

- Observe good equalities practice in staff recruitment, retention and development.
- Consult and involve widely.
- Ensure that all students are given the opportunity to make a positive contribution to the life of the school.
- Educate students and staff about protected characteristics and strive to eradicate all forms of prejudice and discrimination.

Specific actions relating to equality, diversity and inclusion can be found within the School's Strategic Plan.