



## **Equality Policy 2025-26**

Date written: August 2023

Date of next review: August 2026

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

It has three main elements. In carrying out their functions, public bodies/schools are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The school is aware of the duty to have "due regard" when making a decision or taking an action and we assess whether it may have particular implications for people with particular protected characteristics.

The school considers equality implications before and at the time that we develop policy and take decisions, not as an afterthought, and we keep them under review on a continuing basis.

The PSED is integrated into the carrying out of the school's functions, and the analysis necessary to comply with the duty is carried out seriously and rigorously.

We will not delegate responsibility for carrying out the duty to anyone else.

We publish information to show compliance with the Equality Duty.

We publish equality objectives at least every 4 years which are specific and measurable.