

# Equality Duty

On 1<sup>st</sup> October 2010, the Equality Act 2010 replaced all existing legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

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**). This means that schools can discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion, belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act introduced requires all schools to comply with the **Public Sector Equality Duty** (PSED) and two specific duties. The Public Sector Equality Duty requires us as a school to:

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

The 'two' specific duties require us to:

- Publish information to show compliance with the Equality Duty
- Publish Equality objectives at least every four years which are specific and measurable

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

This is demonstrated within The Harlington and Sundon Academy Trust's Accessibility Policy- see below.

The specific duties require us to prepare and publish on or more specific and measurable equality objectives which will help us to further the aims of the Equality Duty. See our Equality Policy and Equality Information and Objectives Policy below.