



The Equality Act 2010

The New Public Sector Equality Duty (2011)

The general equality duty requires public authorities (including schools), in the exercise of their functions, to have due regard to the need to:

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

These are often referred to as the **three aims** (or arms) of the general equality duty.

The public authorities listed in Schedule 1 and 2 (including schools) of The Equality Act 2010 (Specific Duties) Regulations 2011 must:

- Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty, by 6 April 2012, and at least every four years thereafter.
- Ensure that those objectives are specific and measurable.
- Publish those objectives in such a manner that they are accessible to the public.

After the analysis of school data regarding the equality profile of the school (see school web-site) and discussion with the staff and the school governors Cloverlea Primary School has decided to focus on one equality objective. This are as follows:

Objective: To improve the understanding and appreciation of other cultures/ religious beliefs.

WHY: Our school does not have a large representation of any one particular ethnicity or religious belief, other than white British Christians or those with no religious belief. However, statistics show that 10% of our pupils are from an ethnic minority and or have religious beliefs other than Christian/non-believers.

HOW: We will endeavour to raise positive awareness of different cultures and religions through a structured programme of visits to different places of worship, inviting visitors into school representing different religions and cultures and themed assemblies. An action plan will be created to set objectives to be met over the period of the main objective being in place (two years, starting in April 2012).

OUTCOME: To have greatly improved awareness and tolerance of different cultures and religious beliefs throughout our school population. This can be measured through the use of specific annual pupil questionnaires.

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