



## Equality Statement

As outlined in the Equality Act 2010 schools have a duty to publish a statement, which covers the general and specific duties outlined in the act.

### General and Specific Duties

The Act covers all aspects of a school's work and establishes nine strands of 'protected characteristics' related to:

- Age (not in terms of school pupils or prospective pupils)
- Disability
- Ethnicity and race
- Gender
- Gender identity and transgender
- Marriage and civil partnership
- Pregnancy, maternity and breastfeeding
- Religion and belief
- Sexual identity and orientation

The general duty (also known as the public sector equality duty (PSED) requires all schools – including other state-funded educational settings and academies – to have due regard to the need to:

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

At Manuden Primary School, we will be focussing on the ethnicity and race and disability strands of the act.

### Equality Objectives

1. To plan valuable opportunities within the curriculum for pupils to learn about the different faiths and culture within the local, national and global communities.
2. To close any attainment gaps between different groups.
3. To provide appropriate support and resources to individual pupils who may experience barriers to learning and to provide support and guidance to individual parents if needed.
4. To ensure equality permeates through our school vision, values and aims so that everyone shows respects for others and everyone feels valued and proud to be who they are.