

## Public Sector Equality Duty - Compliance

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 cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act introduced requires all schools to comply with the **Public Sector Equality Duty** and two **specific duties**.

**Public Sector Equality Duty** requires us 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”** requires us to:

Publish information to show compliance with the Equality Duty

Publish Equality Objectives at least every 4 years which are specific and measurable.

**Equality Statement:**

Shepton Mallet Community Infants' School & Nursery is committed to equality of opportunity in the way in which it provides education for pupils, in the way in which it affords pupils access to a benefit, facility or service and the way in which the curriculum is delivered.

Shepton Mallet Community Infants' School & Nursery will strive to ensure that the culture and ethos of the school are such that, all members of the school community will equally value and treat one another with respect and will not treat anyone less favourably on the grounds of a protected equality characteristic. We will foster a culture of respect and dignity, valuing pupil achievements and their uniqueness and recognise the importance of equality of opportunity.