



EQUALITY INFORMATION AND OBJECTIVES

The general equality duty

The general equality duty applies to 'public authorities'.

In summary, those subject to the general equality duty must, in the exercise of their functions, have **due regard** to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic (please see insert below) and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are often referred to as the three aims of the general equality duty.

What are protected characteristics?

It is against the law to discriminate against someone because of:

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

These are called protected characteristics.

You are protected under the [Equality Act 2010](#) from these types of discrimination.

'Be kind and compassionate to one another, forgiving each other, just as in Christ, God forgave you'

Ephesians 4:32





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The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

It states that meeting different needs includes (among other things) taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It explains that compliance with the general equality duty may involve treating some people more favourably than others.

To comply with the general equality duty, a public authority needs to have due regard to all three of its aims.

Pott Shrigley Church School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth in line with our Christian Values – *Koinonia, Compassion and Respect*. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach is based on the following principles:

1. All members of our church school community are of equal value.
2. We recognise and respect difference and celebrate diversity.

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3. We encourage positive relationships throughout our school, village and church community, upheld by our Christian ethos.
4. We observe good equality practice in staff recruitment and development.
5. We strive to reduce and remove inequalities and barriers to learning.
6. We have high expectations of all children and adults in our community.

In addition to protected characteristics, we monitor and gather information on the following groups of pupils:

- Pupils eligible for free school meals
- Pupils with SEND
- Young carers
- Looked after children
- Other vulnerable groups

Due to the small nature of our school, children in these groups could easily be identified so data on the makeup of these groups within our school is confidential.

Equality objectives February 2022

At Pott Shrigley Church School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of sex, race, gender, disability, religion or belief, sexual orientation or gender reassignment, pregnancy or maternity and socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

1. To monitor and analyse outcomes in English for boys in order to support their development and help them to reach age related expectations in

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order to be ready for transition to high school.

2. Ensure that staff and governors involved in recruitment and selection attend training on equal opportunities and non-discrimination to further increase the diversity of the staff and governor team.
3. To improve social skills, independence and academic attainment for those children with Special Educational Needs or Disability to enable them to have successful and fulfilling educational journeys and ultimately, in future, careers.

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