

Equality Achievement Information

2016 - 2018

The Equality Duty

The equality duty was developed in order to harmonise the equality duties and to extend it across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the 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 and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves.

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves 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 states that compliance with the duty may involve treating some people more favourably than others.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

Purpose of the duty

The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities. If you do not consider how a function can affect different groups in different ways, it is unlikely to have the intended effect. This can contribute to greater inequality and poor outcomes. The general equality duty therefore requires organisations to consider how they could positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

A workforce that has a supportive working environment is more productive.

2016-2017	Impact
To achieve Best Practice LGBT Educate & Celebrate School	Awarded October 2017
Support Elly Barnes in her doctorate studies	Elly Barnes now Dr Elly Barnes – November 2017
Call2Men 1. To become the first Call2Men Primary School nationally to create a program. 2. To work with Y5 & 6 boys, dads and male staff in a Call2Men program. 3. Train 2 male members of staff in Call2Men program. 4. Begin our Primary Program in Y5 & Y6, and with dads 5. Monitor impact 1 year on 6. SHC to speak at Call2Men National Conference, Bristol – Oct 2016 & May 2017 7. Celebrate this project in Birmingham and nationally	- Paul Sinclair & Richard Harris trained - September 2016 - Parental involvement at Parent's Evening and in the project – Autumn term 2016 - Displays around school – January 2017 - Second programme planned for summer Term for Y5 & Y6 dads
Create equality non-negotiables for equality. Share project with community and secondary schools to promote this aspect of equality.	July 2017 Autumn term 2017
With governors, celebrate this as strength of the school and provide a package.	
UNICEF RRSA – 50 Articles of Children's Rights. Register and start staff training	May 2017

Ensure any new building work is in line with Equality Act (DDA) 2010	Ongoing Not just ongoing put provision e.g. food allergies
Continue to ensure that recruitment processes have a strong equality element, in particular gender equality	Ongoing
Actively promote Dignity at Work policy with staff and act when anyone's conduct is concerning & take appropriate action if needed.	Ongoing, robust
Include a signed document in interview pack for new parents to make our equality ethos clear.	January 2017
Update Equality Charter to include the phrase " <i>actively promote equality & foster good relationships...</i> "	March 2017 Done – shared used regularly
Coffee Mornings promote equality, 'Like a Girl' training, Vitamin N, 'Children See Children Do'	January 2017 Excellent
Respond to any local issues (new & old) to promote equality, particularly with our changing community e.g. March 2017	Community coffee morning in response to local racist incident.
Seek positive role models to nurture all aspects of the Equality Act 2010 & usualise the language of equality.	Ongoing
Apply with S4E for £10k bid for a usualising language project in school	June 2017 (outcome of bid)
Sarah Hewitt-Clarkson work with police at 'Our Family, Our Future', CT project. Sarah will work with board(s). Sarah on PVVP (Preventing Violent Vulnerable People) and RASSO (Rape and Serious Sexual Offences) boards.	September 2016 and ongoing
Continue to improve educational outcomes and attainment for girls. Have gender assessments on termly Pupil Progress meeting agenda	September 2016 - ongoing
Be part of active campaigns to make SRE, PSHE compulsory for all.	September 2016 - ongoing

2017-2018	Impact
Analyse & monitor impact of Call2Men with first cohort & continue with cohort 2 & 3	See impact and longer time span – have these values been retained?
Whole school approach to UNICEF RRSA (Rights Respecting Schools Award) becomes embedded	RRSA work is woven into the curriculum from Nursery – Year 6
Update policy to include UNICEF, Call2Men and other relevant legislation – Autumn 2017	
Ensure Dignity at Work Policy & Equality Act 2010 is part of all induction so that staff are clear of school's high expectations of conduct & professional behaviour.	
To become involved in local projects e.g. Unity Project between Shia & Sunni Muslims	
Foster good relationships with local groups of all faiths & different backgrounds – invite to coffee morning	
Revisit, revise and update FRE policy	September 2017