

New City Primary School

Public Sector Equality Duty

March 2017

Welcome to Equalities at New City Primary School. You will find here information about how the school ensures it meets its Specific Equalities Duties, these are things our school **must** do.

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be addressed. People identified in the following groups are considered to have a protected characteristic and must be taken into account when publishing information:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristic that schools do not have a direct duty:

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

Specific Duties

- Publish information
You will find information about our school community on the school website at www.newcity.newham.sch.uk in a document titled Equalities: Information and Analysis.
- Equality Objectives - Action Plan
All the information and analysis will be from the School Development Plan, self-evaluations and student data. We intend to use the information to improve education for all groups in the school. We want to make we know which pupils are doing well and less well so we can plan to improve.