Public Sector Equality Duty Statement – February 2024

Public Sector Equality Duty Statement

Public bodies such as schools have a duty, under the 2010 Equality Act, to ensure they promote equality within their organisation and this statement sets out how we endeavour to achieve this at Heathland Whitefriars Federation. We consider this to be not just a legal duty but a moral one as well. A belief in the right of every single person to be treated with equal dignity and compassion alongside equal legal protection is fundamental to the ethos which underpins everything we do in school.

Aims: At Heathland Whitefriars Federation we welcome our duties under the Equality Act 2010. We aim to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Protected characteristics by law are race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. Central to a commitment to fulfil this responsibility is a recognition that all groups with protected characteristics fall within the compass of the human race as a whole, and who by definition therefore have equal status and equal rights. It is recognised that a single person may identify as belonging to more than one protected characteristic (intersectionality) and may experience discrimination in different forms and protections will cover these singularly and together.

We also seek to recognise that the way in which we treat people is linked to the way we treat the environment in which we live, and the other species who share the planet with us. We do not see compassion and consideration as finite resources, and the equal treatment of people can and should serve as an exemplar of our commitment to, and responsibility for, the wider world. As a school, we are in the privileged position of supporting equality in our current practices, whilst also helping children to develop and embed the principles of equality and responsibility that will best promote this in the longer term.

Objectives

Our equality objectives are based on the principles of human rights and human dignity, and can be summarised as follows:

Objective 1: To train all members of staff and directors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year, September 2024. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Objective 2: To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics

Objective 3: To ensure that the schools promote role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc.