



## Single Equality Scheme

The school adheres to policies that ensure all members of the school community can participate at school without fear of prejudice and in an atmosphere of inclusion.

The Equality Act 2010 replaced nine major acts of parliament and almost a hundred sets of regulations which have been introduced over several decades. It provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by getting rid of anomalies and inconsistencies that had developed over time and it extends protection against discrimination in certain areas.

The governing body has the following key duties to ensure equality of opportunity within the school community:

- not to treat pupils or staff less favourably for a reason related to disability, gender, race, religion, sexual orientation or pregnancy
- To plan to increase access to education for disabled pupils.

(The law on disability is different from the rest of the Act in a number of ways. In particular because it protects the disabled people but not people who are not disabled. Schools are allowed to treat disabled pupils more favourably than non disabled pupils and in deed may be required to do so by making reasonable adjustments.)

There are four kinds of unlawful behaviour:

1. Direct discrimination - this occurs when one person treats another less favourably because of their protected characteristic.
2. Indirect discrimination - this occurs when a 'provision, criterion or practice' is applied generally but has the effect of putting people with a particular characteristic at a disadvantage.
3. Harassment - this is 'unwanted conduct, related to a relevant protected characteristic which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person'.
4. Victimisation - this is when a person is treated less favourably than they otherwise would have been because of something they have done in connection with the Act.

If you or your child need support due to any of the above please contact the Headteacher. If you feel at time that your needs due to any of the above are not being met please contact the Headteacher. If you wish to have a copy of the full equality scheme please ask at the school office.