



Public Sector Equality Duty

2022 -2026

Walkwood Church of England Middle School sees each individual as created in the image of God. Therefore, we

- will do all we can to treat individuals with consideration and fairness to secure the best possible educational experience for all;
- are committed to eliminating unfair and unlawful discrimination, harassment and victimisation and to advancing equality of opportunity and fostering good relations between different groups within the school;
- shall continue to strive that the school is a safe place for everyone;
- recognise that all individuals at some time may need specific support and encouragement;
- recognise that people have different needs and that treating people equally does not always involve treating everyone in exactly the same way;
- seek the views of stakeholders such as pupils, parents and staff.

Our general equality duty

We welcome our duty under the Education and Inspection Act 2006 to promote Community Cohesion. The Equality Act 2010 introduced a Public Sector Duty, which requires our school to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- 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.

Protected characteristics

There are nine protected characteristics under the Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Public organisations such as schools are required to establish at least one equality objective to address any areas of inequality, or possible inequality, which may be identified.

Our aims

1. Promote cultural understanding and tolerance of different religious beliefs and ethnic groups.
2. Promote mental health awareness and develop appropriate support strategies.
3. Commit to closing gaps in attainment and achievement especially for:
 - a. students eligible for Pupil Premium
 - b. students with Special Educational Needs and Disabilities
 - c. looked after children
4. Closely monitor, record and act upon incidents involving the use of homophobic, sexist, and/or racist language by pupils.
5. Endeavour to ensure diversity in the staff body and in leadership roles.
7. When school policies are considered for amendment, or new ones are developed, consideration is given to inclusivity.

Our school takes reasonable steps to ensure that policies, practices and physical features do not create barriers for individuals with a protected characteristic who may want to access the school's services.

The following policies are viewable from: [Policies - Walkwood Church of England Middle School](#)

Equality and Diversity

Race Equality

Recruitment