



Equalities Policy

September 2018

Policy Creation and Review	
Author(s)	Clare Barber and Samuel Dutch
Last Review Date	10th September 2018
Ratified by Governing Body	
Next Review Date	10th September 2019

Public Sector Equality Duty at Odessa Infant School

Welcome to Equalities at Odessa Infant 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 taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics - school must take into account when publishing information

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

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 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.

Specific Duties

Publish information

- You will find information about our school community and our Equalities policy at www.Odessa.newham.sch.uk

Equality Objective - Action Plan

- **Equality Objectives** - Actions we will take after careful thought (analysis)

All the information and analysis will be from school improvement plans, 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.

A lot of this information is already being used by the school to develop and become better at making we are doing well for all our students. Some of the information may show us that we could be doing better. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find also published here.

This information is meant to be clear and simple. If you have any problem with the way we have written it and can think of a way we can make the information clearer please let us know. You may contact Samuel Dutch or Shahin Parvez (Deputy Head/Inclusion) at the school or on 020 8534 7967

You will find all the information on the school website .

The person you need to contact if you are interested in helping us with our equalities or you can see something that can be improved is Samuel Dutch at the school or on 020 8534 7967.

We would like to hear from you.