

EQUALITIES ACT 2010 INFORMATION FOR PARENTS

This is non-statutory advice from the Department for Education. It has been produced to help schools and parents understand how the Equality Act affects them and how to fulfil their duties under the Act.

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation and also provides some changes that schools need to be aware of.

EXPIRY/REVIEW DATE

Currently the school has a variety of policies linked to equality. In the coming academic year, the school and the Governing Body will work on producing an overarching 'Equalities Policy' which will consolidate all the good practice in the current diverse policies.

WHO IS THIS ADVICE FOR?

This advice is for:

- School leaders, school staff and governing bodies in maintained schools and Academies but may also be useful for local authorities and parents.

KEY POINTS

- The Equality Act 2010 provides a single, consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas.
- As far as schools are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.
- The exceptions to the discrimination provisions for schools are all replicated in the new act – such as the content of the curriculum, collective worship and admissions to single sex schools and schools of a religious character.
- Schools that were already complying with previous equality legislation should not find major differences in what they need to do. However, there are some changes that will have an impact on schools as follows:

Further more detailed information can be found by following this link:

<http://www.education.gov.uk/aboutdfe/policiesandprocedures/equalityanddiversity/a0064570/the-equality-act-2010>

EQUALITIES OBJECTIVES FOR OUR SCHOOL 2012-2013

To raise the proportion of pupils on Free School Meals attaining Level 4 and above in English and Maths combined from 63% of eligible pupils to 75% of eligible pupils.

To use the data held within the school to identify vulnerable underachieving groups and to ensure these groups make good progress.

To hold a whole school Disability Awareness day to maintain the legacy of the 2012 Paralympic games in liaison with the HLT disability team.

To undertake an audit of the school building and playground access and to plan any necessary developments to ensure that we are fully compliant with access requirements.