St. Anne Line Catholic Junior School

Equality Act Statement

St. Anne Line Catholic Junior School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

We are an EDI School having achieved the Equality, Diversity, and Inclusion Quality Mark.

We will assist our pupils in achieving to their very best potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our pupils to make their own commitment to promoting equality and calling out inequality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics). The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

Some grounds of positive discrimination are permitted by law. Examples of positive permitted discrimination are:

1. The school may arrange pupils in classes based on age.
2. The school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

As a Local Governing Body and employer we do not accept or permit any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with our obligations under the Public Sector Equality Duty. We will give due regard to those Duties when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives which will be updated annually, unless an earlier revision is required, and objectives will be updated every four years. This information is available below.

- Ref-30-Equality-of-Opportunity-Policy.pdf (st-anneline-jun.uk)
- Accessibility-Plan.pdf (st-anneline-jun.uk)