

Responsibility: Business Manager

Reviewed Feb 21 Next Review Feb 22

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**ALP PUBLIC SECTOR EQUALITY DUTY STATEMENT**

The Ashington Learning Partnership takes its statutory duties under the Equality Act 2010 seriously and recognises the need to advance equality of opportunity as defined by the Equality Act 2010 and will have due regard to the need to:

* Remove or minimise disadvantages
* Take steps to meet different needs
* Encourage participation when it is disproportionately low.

In carrying out its functions the Ashington Learning Partnership will have ‘due regard’ when making decisions and developing policies, to the need to:

* Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
* Foster good relations across all protected characteristics between people who share a protected characteristic and people who do not share it.

In order to meet our general equality duty the Ashington Learning Partnership will:

* Publish information to demonstrate how we are complying with the equality duty.
* Prepare and publish one or more specific and measurable equality objective.
* When making a decision or taking an action the Ashington Learning Partnership will assess whether it may have implications for people with particular protected characteristics.
* The Ashington Learning Partnership will carry out equality impact assessments on the policies we implement and in the decisions we make.