**Public Sector Equalities Duties**

The following is an outline of how we currently address the public sector equalities duties that are outlined in the Equality Act 2010.

|  |  |  |
| --- | --- | --- |
| Aspect | How we address this aspect | Other policies and documents pertinent to this aspect |
| Eliminating discrimination and other conduct that is prohibited by the Act | * Staff training delivered each September with explicit references to the Act. * Follow-up training is delivered as needs arise throughout the year. * Explicit teaching around the protected characteristics and the law. * Equalities-related incidents reported explicitly using CPOMS * Protected Characteristics interventions held weekly. * Equalities Curriculum Mapping (available on website) * CPS is a Stonewall Champion School. | * Behaviour Policy * Anti-bullying policy * ALP Staff Equality Statement * ALP Pupil Equality Statement * Equality Objectives |
| Advancing equality of opportunity between people who share a protected characteristic and people who do not share it | * Gender Neutral Toilets available on each site. * Explicit teaching around the protected characteristics and the law. * Equalities Curriculum Mapping (available on website) * CPS is a Stonewall Champion School. * Children of other faiths encouraged to join in celebrations (e.g. Christmas performances) but provision is habitually made if they do not wish to. * Curriculum responds to equalities needs as they arise (teaching around LGBT relationships, diverse families focus for a particular year group, work around disabilities and race for targeted groups of children) * Assemblies around tolerance and diversity * Diversity Week held annually * Respect and Equality are two of our Core Values * Protected Characteristics pathways groups | * Behaviour Policy * Anti-bullying policy * ALP Staff Equality Statement * ALP Pupil Equality Statement * Equality Objectives |
| Engagement with people affected by decisions and with people who have special knowledge | * Regular visits from faith groups, especially the local Anglican Church and Sikh communities. * Membership of the Stonewall Champion programme * WE Project work with Year 6 on tackling inclusion and fostering a welcoming community. | * ALP Staff Equality Statement * ALP Pupil Equality Statement * Equality Objectives |