**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.

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| 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
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| 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
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| 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
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