



<b>POLICY</b>	<b>Equality Information (Public Sector Equality Duty) Statement</b>
<b>STATUS/DATE OF THIS VERSION</b>	<b>March 2021</b>
<b>APPROVED BY</b>	<b>Board of Trustees</b>
<b>RATIFIED BY</b>	<b>March 2021</b>
<b>REVIEW</b>	<b>March 2025</b>

This policy is operated by all the schools in Unity Education Trust (as listed below).

**Any queries about the policy should be directed, in the first instance, to the Head teacher/Head of School:**

- **Beeston Primary**
- **Garvestone Primary**
- **Grove House Infant**
- **Kings Park Infant**
- **Northgate High School and Dereham Sixth Form College**
- **The Pinetree School**
- **The Short Stay School for Norfolk**
- **Churchill Park**
- **Greyfriars Primary**
- **Highgate Infant School**
- **Kings Oak Infant School**
- **Wimbotsham and Stow Primary**
- **Magdalen Primary**
- **St Germans Primary**
- **Great Dunham Primary**



## **Equality Information (Public Sector Equality Duty) Statement March 2021**

### **Aims of the Single Equality Scheme in UET**

The Unity Education Trust is committed to equal opportunities for all, regardless of age, race, religion, gender, sexual orientation, class or disability. UET also recognises that it has a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:

- Eliminate discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity
- Foster good community relations

We will not treat anyone less favourably than any other, on the grounds of any protected characteristic, except when such treatment is within the law, and determined by lawful requirement

### **Equality Objectives – 2021-2025 and incorporated into Trust Strategic Development Plan**

The Trust is committed to reducing any barriers which exist to prevent equal opportunities for all in respect of the Equality Act (2010) within our available resources.

- to articulate the Trust's commitment to equality which permeates all Trust and school policies and practices
- to ensure that everyone who belongs to, or comes into contact with, our community is valued and respected
- to promote equality of opportunity between people who share a protected characteristic and people who do not share it and eliminate unlawful discrimination, harassment or victimisation
- To promote understanding, tackle prejudice and foster positive relations between different communities. Monitor the incidence of the use of homophobic, sexist and racist language by pupils in our academies
- to make reasonable adjustments for disabled people
- To promote mental health and wellbeing awareness and develop appropriate interventions where necessary



- to promote a workforce culture that values and respects difference .All members of the Trust/school community have a duty to act if a pupil or staff member are being discriminated as a result of their ability, gender, sexual orientation, disability, race or ethnic background.
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
- have regard to equal terms for men and women in employment in accordance with the legislation;
- have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
- eradicate racial, religious or sexual harassment or discrimination and discrimination on the basis of disability and sexual orientation and values, celebrate and learn from the cultural diversity of its staff.

### **So that**

Unity Education Trust believes that all members of its community are entitled to the following:

- To be treated with respect
- To feel safe and comfortable
- To be valued and applauded for their achievements
- To have access to the school facilities and equipment
- To communicate and be listened to
- To learn and teach without interference