

Kesgrave High School



Equalities Information and Objectives Policy (public sector equality duty)

Policy Approval

Where	Chair	When
EE	David Bevan	9 Feb 2021

Chair of Governors	Sue White
Headteacher	Julia Upton

Policy History

Issue No.	Author	Date written	Approved by governors	Comments
1	Roz Coe	February 2021	9.2.21	Chair's action to approve

Public Sector Equality Duty

The School is covered by the general equality duty that requires public bodies in the exercise of its functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act further explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act also states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

Kesgrave High School, as a public body, is committed to meeting the general duty as stipulated in the Act to advance equality in all its activities.

KHS statement for publication annually