

## ST.STEPHEN'S C .E. PRIMARY SCHOOL

On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales. This Duty replaces the existing Race, Disability and Gender Equality Duties.

The 3 aims of the General Duty is:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We are required to carry out two **Specific Duties** in relation to the Equality Duty:

1. **Publish equality information annually** to provide as complete and clear a picture as possible of how our school has due regard to the need to eliminate discrimination and harassment, advance equality and foster good relations, and what we have achieved as a result
  - o Evidence of equality within policies and practice.
  - o Engagement.
2. **Prepare and publish equality objectives at least every 4 years**

The three aims of the General Duty relate to eight protected characteristics/groups.

**The eight protected characteristics/groups:**

- Age (as an employer – but not applicable to pupils)
- Disability
- Gender
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

Q1 Do you think the school has ever failed you as a parent in regard to any of the protected characteristics?

**Yes / No**

Q2 If yes could you please provide further information.

Q3 Do you think the school has ever failed your child(ren) in regard to any of the protected characteristics? Please respond for your child(ren) currently attending St. Stephen's CE Primary School

**Yes / No**

Q4 If yes could you please provide further information.

Q5 During their time at St. Stephen's CE Primary School, do you believe that any of your children have been subjected to bullying or discrimination in relation to one of the protected characteristics listed above? If so which characteristic?

**Yes / No**

Q6 The staff and governors of St. Stephen's CE Primary School want to ensure that the school is a place where everybody feels welcome, safe and valued, no matter what their background, lifestyle or characteristics.

To what extent do you agree we have already achieved this?

**Strongly Agree / Agree / Don't know / Disagree / Strongly Disagree**

Q7 What more could we do at St. Stephen's CE Primary School to ensure that we keep victimisation and discrimination out of the school?

Q8 Is there anything else we could do to make sure there are good relationships between those children who have a protected characteristic and those who don't?