Hagley Primary School Governing Body

Equality, Diversity and Inclusion

Equality Statement

At Hagley Primary School, we pride ourselves on providing a centre of learning excellence that is based on positive relationships. Through these, children's curiosity about the world is ignited and a passion to pursue opportunities is unleashed.

Under the Equality Act 2010 (Section 149), schools are required to have regard to:

1. Eliminating unlawful discrimination, harassment and victimisation
2. Advancing equality of opportunity between those who share a protected characteristic and those who do not
3. Fostering good relations between those who share a protected characteristic e.g. disability, race, religion, belief, gender assignment, sexual orientation, pregnancy or maternity, and those who do not.

For us this means:

· Decision makers must be aware of the duty to have due regard when making a decision or taking an action, and must assess whether it may have implications for people with particular protected characteristics

· Schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis

· The Public Service Equality Duty (PSED) has to be integrated into the carrying out of the school's functions, and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind.