



Equality Statement

The Equality Act 2010 provides a modern, single legal framework with an overarching **Public Sector Equality Duty** which places a legal obligation on the School to consider how policies, practices and day-to-day activities impact on pupils and staff. In meeting these obligations, Copthorne School will consciously consider in all aspects of decision making and policy development, how the School can best:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

In order to support the effective implementation of the above obligations, Copthorne School will:

- Publish equality information annually on its website – to demonstrate compliance with their legal obligations;
- Prepare and publish one or more specific and measurable equality objectives, at least every 4 years

A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and Civil partnership (for employees)

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment

Copthorne Primary fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.