

## Public Sector Equality Duty Statement

2024-2025

Public bodies such as schools have a duty, under the 2010 Equality Act, to ensure they promote equality within their organisation and this statement sets out how we endeavour to achieve this.

As a Catholic school, we believe in the right of every single person to be treated with equal dignity and compassion alongside equal legal protection is fundamental to the ethos which underpins everything we do in school. Our constant aim is for all to feel valued, included and recognise their beauty, purpose and contributions to the world in which we live.

The equality duty has two main parts: the 'general' equality duty and 'specific duties'. The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

The Equality Act makes explicit our responsibility to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

In this respect, a protected characteristic could be any one of a multitude of factors that are shared by particular groups of people, but will include characteristics such as race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

We are committed to fulfil the responsibility that all groups with protected characteristics will be treated with dignity and respect and have equal rights. We are committed to serving as stewards of creation and looking after our common home- the world in which we live. We strive for peace and harmony, working together, not apart.

Please refer to our Equality, Diversity and Inclusion Policy, Statement and Objectives for detailed information.