

Equality

The Equality Duty

The Equality Act 2010 states that all public organisations must:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics by which children and staff must not be discriminated are:

- Race
- Disability
- Gender
- Religion and belief
- Sexual orientation and gender identity
- Age

At Heptonstall J & I School, we are proud of the work that we do to promote equality of opportunity for all our pupils and their families. The following are some of the ways in which we promote equality throughout our school:

- The Governing Body are responsible for overseeing equality throughout school
- School policies state that children and staff will be treated equally
- School is committed to increasing awareness as well as developing our capacity to promote tolerance to all communities

- Boys and girls have equal opportunity to participate in a wide range of activities
- Disabled pupils are supported with appropriate interventions and modifications to enable them to fully access all aspects of the curriculum

Heptonstall J & I School provides a broad and balanced curriculum, which includes many opportunities to foster good relationships between people who share a protected characteristic and people who do not share it. We have strong links with community based organisations , close links with other local schools (sporting activities, additional transition activities) as well as whole school initiatives.

[Equality & Diversity Policy & Objectives 2023-2026](#)