

## Equality Objectives

### The Public Sector Equality Duty

The Equality Act 2010 places a Public Sector Equality Duty on schools in three parts:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

JCoSS has a founding intention to promote inclusion, equality of opportunity and good relations both with the Jewish community and between Jews and those of other faiths and none.

### Our specific Equality Objectives as a school are:

- To close gaps in progress, attendance, exclusion and outcomes between all groups, especially those with protected characteristics as defined in the Equality Act.
- To develop further the literacy and numeracy skills of students/groups of students whose less developed skills in these areas impact on their outcomes, so that those outcomes are enhanced.
- To ensure that the experience of learning and working at JCoSS is as positive overall for students with protected characteristics as for those without, in particular for members of Black, Asian and Minority Ethnic communities.
- To deploy discretionary resources where available to enable students from lower-income households to benefit from opportunities which might otherwise be inaccessible to them.