

Equality Objectives

The Public Sector Equality Duty

The Equality Act 2010 places a Public Sector Equality Duty on schools in 3 parts:

1. Eliminating discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
3. Fostering good relations across all characteristics between people who share a protected characteristic and people who do not share it

The protected characteristics are:

- age
- gender reassignment
- disability
- race, religion, belief
- gender
- sexual orientation
- pregnancy/maternity

JCoSS has a founding intention of promoting inclusion, equality of opportunity and good relations both within 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 a protected characteristic as defined by the Equality Act 2010
- To develop further the literacy and numeracy skills of students/cohorts of students whose lower 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
- To deploy discretionary resources where available to enable students with lower income households to benefit from opportunities which might otherwise be inaccessible to them