

## 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/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 from lower-income households to benefit from opportunities which might otherwise be inaccessible to them