

## **The Acorn Federation** **Equality Duty**

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

### **Key points**

- The Equality Act 2010 provides a single, consolidated source of discrimination law.
- It simplifies the law and it extends protection from discrimination in some areas.
- Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation, gender reassignment, pregnancy or maternity
- The exceptions to the discrimination provisions for schools are associated with the content of the curriculum, collective worship and admissions to single sex schools and schools of a religious character.
- The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil: in relation to admissions, in the way it provides education for pupils, in the way it provides pupils access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

### **Public Sector Equality Duty (General Duty):**

#### **Three Main Elements**

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

### **Related Documents**

- Admissions Policy
- Accessibility Plan
- Behaviour Policy
- CPD Policy
- Recruitment and Selection Procedures