



## St Merryn School Equality Statement

The Single Equalities Act 2010 extends the current equality strands protected by various legislation and introduces protected characteristics. The protected characteristics covered by the legislation are:

Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Religion and belief Sex Sexual orientation

The Public Sector Equalities Duties means any public authority (as defined under section 19 of the act) has to go beyond a 'one size fits all' approach and develop and deliver services that meet the needs of all service users. Discrimination is deemed to have occurred when a person is treated less favourably for a reason relating to his/her protected characteristic and there is a failure, on our part, to make reasonable adjustment for that protected characteristic.

To reflect our commitment to the Act, St Merryn School must ensure that pupils, parents and carers, staff, volunteers, and members of the public who access our services are not discriminated against directly or indirectly because of any characteristic they have or may have had.

### Equalities Statement

St Merryn School is committed to equalities (treating people fairly) and strongly values diversity (people's differences).

We are committed to:

Eliminating discrimination and harassment Promoting equality of opportunity Promoting good relations and positive attitudes towards all people Encouraging participation in public life

Our commitment covers equality on grounds of: age, disability, gender, gender reassignment, Marriage and civil partnership, race, religion and belief and sexual orientation. We expect our staff and governors to put in place our commitment and organisational values by:

Ensuring acceptable behaviour

Draft Equalities statement – July 2016

Responding to complaints and incidents in a positive and pro-active way providing access to services, facilities and information Recruiting and employing people fairly Meeting specific needs

The Governing Body will ensure that in their cycle of policy review they scrutinise policies and practices to identify any differential effects these might have on individuals or groups of people in terms of equality.