

**Public Sector Equality Duty Statement (under 150 Employees)**

1 Introduction

* 1. This document describes how the Governing Body of Thrussington C of E Primary school intends to fulfil its responsibilities under the Public Sector Equality Duty.
  2. We will have due regard to the need to:

* Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
* Foster good relations between people who share a protected characteristic and those who do not share it.

1.3 We will collect and use equality information to help us to:

Identify key issues

* Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
* Assess whether we are discriminating unlawfully when carrying out any of our functions.
* Identify what the key equality issues are for our organisation.

1.4 Assess performance

* Benchmark our performance and processes against those of similar organisations, nationally or locally eg. RAISE online

Take action

* Consider taking steps to meet the needs of staff and pupils who share relevant protected characteristics.
* Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
* Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
* Develop equality objectives to meet the specific duties.
* Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.