



Date agreed July 2018	Review Cycle 3 years	Due for review July 2021
Signed		

Equality Act Statement

Effra Early Years Centre is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantage, discrimination and inequalities of opportunity, and to promote diversity in terms of our pupils, our workforce and the communities in which we work.

We will assist our pupils in achieving to their very best potential. Where children and families experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact that discrimination can have. We will also encourage our children to make their own commitment to promoting equality in an age appropriate manner.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics), save where such discrimination is permitted by law. Examples of permitted discrimination are:

- A school may arrange pupils in classes based on age.
- A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and maternity;
- Race;
- Religion, faith or belief;
- Sex; and
- Sexual orientation.

As an employer we will also not accept any of the following:

- Direct or Indirect Discrimination;

- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how our schools are complying with the Public Sector Equality Duty. Published information will be updated annually and objectives will be updated every four years. This information is available on our schools' websites.