



Oak View Primary and Nursery School

Equality Information

The Equality Act 2010 replaced all previous legislation relating to equality, including the Disability Discrimination Act, Sex Discrimination Act and the Race Relations Act.

It is a requirement that schools comply with the requirements of this legislation, the basis of which means that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation. The Act also means that discrimination is now extended to pupils who are pregnant or have recently given birth, or who are undergoing gender reassignment.

The Act makes it unlawful for 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

Under the Public Sector Equality Duty (PSED) schools are required to have due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The specific duties require schools:

- to publish information to demonstrate how they are complying with the Public Sector Equality Duty and
- to publish equality objectives

At Oak View School we monitor and track information on different groups of children with specific characteristics, referred to by the Act as protected characteristics. Information regarding these groups can be found online through performance tables.



Empowering skilful, independent learners for the future