

Equality Duty Statement 2025-2026

The Public Equality Duty 2011 requires schools and academies to publish Equality Objectives at least every four years.

There are three aims of the general duty:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- To advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- To foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The nine protected characteristics/groups are Age (as an employer, not for pupils), Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

The Equalities Information for Clipston Endowed VC Primary School is included in the **EQUALITIES INFORMATION AND ACTION PLAN** available on this website.