

## YC Equality Objectives

### Background

- The Equality Act 2010 replaced all existing equality legislation. It put in place a number of duties to ensure that (public bodies) and schools have 'due regard' to certain 'protected' groups.
- The protected groups are:
  - age
  - gender reassignment
  - disability
  - race, religion, belief
  - gender
  - sexual orientation
  - pregnancy/maternity
- The general duty is set out in Section 149 of the Equality Act 2010. In summary all public bodies and schools must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

- YC, like all schools, has a legal requirement to prepare and publish one or more specific and measurable equality objective, which will help them to further the three aims of the Equality Duty.
- In setting the objective (s) the school must:
  - set objectives that are appropriate to our size and circumstances
  - set objectives that address the most pressing issues facing the protected groups, that fit the school's needs and are achievable in an appropriate timescale;
  - align the objectives with the normal planning of the school, including self-evaluation and the school improvement plan.
- The objectives must be published on the school's website.

### Equality Objectives

1. To narrow any gap that may arise between the outcomes gained by cohorts sharing the 'protected characteristics' as defined by the Equality Act 2010.
2. To develop further literacy skills of students focusing on those pupils whose lower literacy skills impact on the final grades achieved in their chosen subjects. Most of these pupils do much better than similar children nationally; however, we want them to do better still.