**Equality Act 2010**

**Introduction**

The Equality Act 2010 has simplified anti-discrimination laws by having a single Equality Act. This makes it easier for people to understand and comply with the law.

The Equality Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly.Every person has one or more of the protected characteristics, so the Equality Act protects everyone against unfair treatment.

The Equality Act makes it unlawful to treat someone differently, by direct or indirect discrimination, harassment, and victimisation and by failing to make a reasonable adjustment for a disabled person.

All public bodies including:

* local authorities
* Schools, colleges and other state-funded educational settings
* including academies

are bound by the Public Sector Equality Duty (PSED).

The modernised legal framework built on the previous public sector duties on race, disability and gender and requires you to have due regard to the need to:

* eliminate unlawful discrimination, harassment, and victimisation;
* advance equality of opportunity; and
* foster good relations.

To fulfil the aims of the general duty, schools have had two sets of specific duties place on them. These are:

* To publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty
* To prepare and publish specific and measurable objectives which they will pursue over the coming years to achieve the three aims.

**The duty to publish information**

The first specific duty placed a requirement on schools to publish information from April 2012 and annually thereafter.

**The duty to set objectives**

The second specific duty placed a requirement on schools to set objectives by 6April 2012 and no more than four years later. We have produced a **MODEL POLICY** for schools to adapt for their own use.

The emphasis of the PSED is on transparency and making information available so that the local community can see how, and through which key objectives, the school is advancing equality.