



Equality Act Statement

Culcheth High School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We are committed to reducing disadvantage, discrimination and inequality of opportunity, and to promoting diversity in terms of our students, our staff and the community in which we work.

We will assist our students in achieving excellence. Where students experience barriers to this, we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality, what forms of discrimination can take, and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

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

- A school may arrange students in classes based on age
- A school may take positive action to deal with particular disadvantages affecting students 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);
- Marriage and Civil Partnership (in relation to staff only);
- Disability
- Gender re-assignment;
- Pregnancy and maternity;
- Race;
- Religion, faith or belief;
- Gender;
- Sexual Orientation.

As a Governing Body, we will also not accept any of the following:

- Direct or indirect discrimination;
- Harassment;
- 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 our specific duties under the Equality Act 2010.