**The Acorn Federation**

**Equality Duty**

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

**Key points**

* The Equality Act 2010 provides a single, consolidated source of discrimination law.
* It simplifies the law and it extends protection from discrimination in some areas.
* Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation, gender reassignment,  pregnancy or maternity
* The exceptions to the discrimination provisions for schools are associated with the content of the curriculum, collective worship and admissions to single sex schools and schools of a religious character.
* The Act makes it unlawful for the responsible body of 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.

**Public Sector Equality Duty (General Duty):**

**Three Main Elements**

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

**Related Documents**

* Admissions Policy
* Accessibility Plan
* Behaviour Policy
* CPD Policy
* Recruitment and Selection Procedures