

Public Sector Equality Duty

Through all of our policies and procedures within the federation of St Cuthbert's and St Sebastian's we aim to:

- eliminate discrimination, harassment victimisation and any other conduct that is prohibited by or under the Equality Act.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We aim to have regard for the need to

- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

We recognise the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include:

- Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- tackle prejudice
- promote understanding

Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

The relevant protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Source [legislation.gov.uk](https://www.legislation.gov.uk)

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Equality Act