Imperial Avenue Infant School

STATEMENT ON THE SINGLE PUBLIC SECTOR EQUALITY DUTY

The School Mission Statement states that all children are educated to achieve their full potential in all areas of learning.

We are committed to giving all our children every opportunity to achieve the highest of standards.

Our policies help to ensure that this happens for all the children in our school – regardless of their age, disability, gender, gender identity, sexual orientation, ethnicity, religion/belief, attainment or background.

The school has a responsibility to carry out the Equality Duty for schools.

A copy of our Equality and Equal Opportunity Policy is available to download from our school website.

The Equality Act 2010 replaced 9 major Acts of Parliament as well as almost 100 sets of regulations dealing with equality and discrimination. The Act provides a single, consolidated source of discrimination law, covering all types of discrimination which are unlawful. The Act covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupil or potential pupil in relation to:

• Admissions.

• The way it provides education for pupils.

• How it provides pupils access to any benefit, facility or service.

• Excluding a pupil.

Role of Governors The Governing Body is responsible for ensuring that the school meets the requirements of equality legislation through the following steps:-

• Ensuring the school takes all reasonable steps to ensure that it's employees do not carry out unlawful discriminatory actions of behaviour.

• Supporting and guiding the school to have "due regard" for equality in all its functions.

• Ensuring the school complies with the Equality Duty.

• Reviews the Equalities Action Plan on an annual basis.

Reviewed Autumn Term 2026





Mr Leigh Fox
Head teacher

Miss Emma Harrop
Chair of Governors