

The Christian School (Takeley)

DFE No. 881/6041
Registered Charity No. 1148518
Company Limited by Guarantee No. 8165830



EQUALITY ACT and DATA PROTECTION. Information for staff.

Equality Act

The school's Health and Safety Policy includes a document covering our policy with regard to the requirements of the Equality Act (2010). This can be found in full on the website and in the staff policy folder.

As staff we need to be aware of the seven protected characteristics covered by the Equality Act for schools: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. The law allows for positive discrimination for anyone with any of these characteristics.

As teachers, you are responsible for making sure that all the pupils in your class have full access to the curriculum intended for their age and level of ability, and that where you need to make adjustments in order to allow them to do so, you put these in place.

In addition, we are required to set **Equality Objectives** for the school to achieve. The Equality Objectives for the school at this time are:

Our 2017- 2018 Objectives are:

1. That all staff complete the Educare "Equality and Discrimination" training module.
2. That we ensure that the SEN Team monitor any pupil interventions and check that it has been noted and, where relevant, implemented by each teacher.
3. That we help pupils to understand that different denominations hold differing interpretations of scripture and foster mutual respect.
4. That we include training of the main requirements of the Equality Act within our Teacher Training, so that as a school we are aware of the need to take disability and other issues into account when making choices about curriculum and class activities – and in particular that we are all aware that *positive* discrimination is needed to ensure some pupils are able to access the full curriculum.
5. That we invite representatives from different faiths to speak about how their faith relates to their Experience of British values

Data Protection.

The Data Protection Act requires that any information (including images) that we hold about another member of staff or about a pupil must only be used for school purposes and may only be disclosed to others where permission has been obtained.

Updated December 2017