

## School Level Equality Objectives

As a school, we welcome our duties under the Equality Act 2010. Under the public sector equality duty, we have due regard of the need to:

- 🌀 Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the 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







As part of our public sector equality duty, we formulate, review and publish our school's **equality objectives, in partnership with our Trust's overall Equality Policy – and Trust level equality objectives**. The Trust policy and objectives can be found [here](#). We share them with all those connected to our school - in order to ensure that our mission is clear and communicated to all. The objectives are subject to annual review at the autumn term local governing body meeting.




### Our current equality objectives

**Creation date:** Autumn 2024

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Develop a successful 'targeted mainstream provision' for pupils with additional learning needs.	Disability	Work with the LA to open the launch the provision, ensuring the physical environment and staffing structure is appropriate to pupils anticipated needs.	By September 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	By June 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Invite external review to monitor the ongoing implementation of the 'TMP' and appropriate actions are identified for further improvement.	From June 2025
	Sex		
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> <li>🌀 Setting opens in an appropriate environment</li> <li>🌀 Highly skilled staff are in place in the provision</li> <li>🌀 A clear curriculum model is in place</li> <li>🌀 External review reports a strong and successful provision is operating</li> </ul>			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that all children have an embedded understanding of the Protected Characteristics through assemblies and PSHE teaching.	Disability	Devise a plan for assemblies for the academic year, ensuring coverage of all PCs.	By September 2024
	Gender reassignment		
	Pregnancy and maternity	Review the PSHE curriculum and ensure that there are regular opportunities taken to deliver age-appropriate lessons around the PCs.	Spring 2025
	Race		
	Religion or belief		
	Age*	Review the book offer linked to the PCs and ensure children are familiar these.	Spring 2025
	Marriage and Civil Partnerships*		
	Sex	Review reading spines and books used as stimulus for writing to ensure representation of the PCs is woven through them to represent the society we live in.	Summer 2025
Sexual orientation			

			Planned opportunities for children to articulate the Protected Characteristics through pupil voice, debate and with external visitors such as the Trust and governors.	Ongoing from September 2024
<b>Success Criteria</b>	<b>Review Point 1</b>		<b>Review Point 2</b>	<b>Review Point 3</b>
<ul style="list-style-type: none"> <li> Children understand what the characteristics are</li> <li> Children can confidently articulate</li> <li> Children can debate topics linked to these at an age-appropriate level</li> <li> Evidence of PSHE teaching across school demonstrates that this teaching is taking place.</li> </ul>				

Smart Objective	Protected Characteristic Strand		Key Actions	Timeframe
Children to gain a wider understanding of culture and belief.	Disability		Make links with a Trust school have a different cultural demographic e.g. Corporation Road	Spring 2025
	Gender reassignment			
	Pregnancy and maternity			
	Race		School visit to Corporation Road.	Summer 2025
	Religion or belief			
	Age*		Invite children from Corporation Road to come and talk to the children about all the different languages and cultures within their setting.	Spring 2025
	Marriage and Civil Partnerships*			
Sex				
Sexual orientation				
<b>Success Criteria</b>	<b>Review Point 1</b>		<b>Review Point 2</b>	<b>Review Point 3</b>
<ul style="list-style-type: none"> <li> Visit planned to a school with a more diverse school context.</li> <li> Visitors to school</li> <li> Visit places of worship from different religions</li> </ul>				