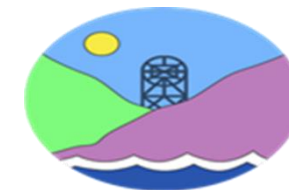


School Level Equality Objectives

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 2025

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
To promote the development of all children, advance equal opportunity and foster good relations with all children by tackling prejudice and promote understanding in relation to people with disabilities and develop an effective mental health strategy to support good mental health and wellbeing.	Disability	Review policy policies as they arise throughout the year to ensure they link to the equality policy and school ethos	Ongoing throughout the year
	Gender reassignment		
	Pregnancy and maternity	To link assemblies in to the Equality Act 2010, School Values and British Values.	September to have a plan in place
	Race		
	Religion or belief		
	Age*	To ensure resources in school and diverse and link to the diverse world we live in.	Throughout the year
	Marriage and Civil Partnerships*		
	Sex		
	Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> All curriculum and policy reviews will refer explicitly to our equality policy and statement and reflect the school's ethos. Accessibility plan will be in place Behaviour policy and systems promote respect for differences and equality. Assemblies, school events, visits and visitors reflect the whole community and British Values. Planned community/parent participation surveys and consultations e.g. SRE consultation Ensure high quality provision and resources PSHE/RE lessons which develop and challenge understanding of difference and equality in the community and wider world. Expectations and monitoring of the learning environment and resources to ensure that it reflects the community including book choices, SEND provision and achievement. 	<p>All reviews in place</p> <p>New RE curriculum in place</p>		

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	Disability	Wide range of books that link to the diverse curriculum on offer.	Spring 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	Assembly books match the curriculum and promote positive role models in a diverse world.	Autumn 2024
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Ensure the curriculum links to careers and helps children to understand aspiration and have positive role models through real life companies and people.	Spring 2024
	Sex		
	Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 3
 A clear curriculum model is in place  External reports will reflect the children understanding and knowledge  Visually a wide range of books will be on offer through the school and within classrooms	All drop ins, book looks and lesson observations show strong curriculum		

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
To ensure children are respectful of others regardless of their race, gender, disability or other factor through Relationship Education Curriculum	Disability	To ensure the curriculum is linked to the equality act 2010 and that staff link them together.	Spring 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	Provide staff training within the curriculum from Curriculum leads	Summer 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	To develop a whole school approach to developing positive relationships.	Summer 2025
	Sex		
	Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 3
 A clear curriculum model will be in place  Strong RE curriculum  Strong progressive PSHE curriculum  Pupil voice will articulate pupils understanding of respect and what it entails.	All in place and strong Pupil voice evidence shows respect of others and the rules, be safe, be ready, be respectful		

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Provide training for all staff and governors on equality and diversity.	Disability	To provide quality training linked to diversity and equality	Summer 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	To ensure the offer of training is open to all staff and governors	Summer 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*		
	Sex		
	Sexual orientation		

Success Criteria	Review Point 1	Review Point 2	Review Point 3
 Staff will have a secure understanding of how to discuss different aspects of the Equality Act 2010 in their classes.  Staff will have a good understanding of the key vocabulary to use appropriately with children.  Staff will feel more confident discussing equality and inequality	<p>Yes staff knowledge is strong</p> <p>Staff are confident</p>		