

# 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 2026
	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>	<p>Our 'Nest' space has been in place for the full year. It has and continues to evolve to serve the needs of the children in school.</p> <p>A number of professionals have been to the school from external services and feedback has been positive.</p> <p>Curriculum is still to be developed due to the complex cohorts.</p>		

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 each academic year, ensuring coverage of all PCs.	By September each year
	Gender reassignment		
	Pregnancy and maternity		
	Race	Review the PSHE curriculum and ensure that there are regular opportunities taken to deliver age-appropriate lessons around the PCs.	Spring 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Review the book offer linked to the PCs and ensure children are familiar these.	Spring 2025
	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
Success Criteria	Review Point 1	Review Point 2	Review Point 3	
<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>	<p>Assemblies are all planned for the year and will be reviewed based on the needs. Picture News also supplements this.</p> <p>Curriculum has been reviewed and will be fundamentally different in the new academic year – moving from Jigsaw.</p>			

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 2026
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Invite children from Corporation Road to come and talk to the children about all the different languages and cultures within their setting.	Spring 2026
	Sex		
	Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<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>	Relationship with Corporation Road is building. Scheduled visit was cancelled due to other commitments. Will be rescheduled for the new JLT to visit.		