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
Ensure that pupils with additional learning needs thrive within a highly effective targeted mainstream provision, enabling them to access an ambitious curriculum, achieve well and participate fully in school life.	Disability	■	Work with the LA to successfully establish and develop 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 2027
	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
Setting opens in an appropriate environment Highly skilled staff are in place in the provision A clear curriculum model is in place External review reports a strong and successful provision is operating	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. A number of professionals have been to the school from external services and feedback has been positive. Curriculum is still to be developed due to the complex cohorts.	The 'Nest' provision continues to evolve. Assessment data for the children accessing the provision is linked to their specific area of need with PIVATS being used across KS2.	

Smart Objective	Protected Characteristic Strand		Key Actions	Timeframe
Ensure all pupils develop a secure understanding of equality, diversity and protected characteristics, enabling them to demonstrate respect, empathy and	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 2026
	Religion or belief			
	Age*			
	Marriage and Civil Partnerships*		Review and enhance the school's reading offer to ensure positive representation of protected characteristics.	Spring 2025
	Sex			

acceptance within the diverse society in which they live.	Sexual orientation		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 2027
			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
Children understand what the characteristics are Children can confidently articulate their understanding of protected characteristics and the importance of respect and inclusion. Children can debate topics linked to these at an age-appropriate level Evidence of PSHE teaching across school demonstrates that this teaching is taking place.	Assemblies are all planned for the year and will be reviewed based on the needs. Picture News also supplements this. Curriculum has been reviewed and will be fundamentally different in the new academic year – moving from Jigsaw.	Strength of this provision was seen at the annual visit, the children 'talk with confidence about British values, protected characteristics and world religions. They go beyond naming them - drawing examples, non-examples and recognising discrimination. Children are brilliantly prepared for life outside the school and as part of modern Britain.'	

Smart Objective	Protected Characteristic Strand		Key Actions	Timeframe
Broaden pupils' understanding of diversity, culture, faith and life experiences beyond their immediate community, preparing them well for life in modern Britain.	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.	Spring 2027
	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
Visit planned to a school with a more diverse school context. Visitors from a range of cultural, faith and community backgrounds contribute to pupils' understanding of diversity. Visit places of worship from different religions	Relationship with Corporation Road is building. Scheduled visit was cancelled due to other commitments. Will be rescheduled for the new JLT to visit.	Planned visit is in place for early spring term. Subject leaders are monitoring and actively planning for opportunities to ensure that the children in school are furthering their understanding of diversity. Further refinements of the PSHE curriculum will also support this.	