

## 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 all religious festivals are included in the RE curriculum and assembly rota	Disability	Review of RE curriculum to ensure children are taught key knowledge of religious festivals.	Spring 25
	Gender reassignment		
	Pregnancy and maternity		
	Race	Visits to different places of worships are planned out across the year groups.	Summer 2025
	Religion or belief		
	Age*	Assembly rota includes key festivals as they happen throughout the year. Children who are celebrating are encouraged to lead and take in part.	Summer 2025
	Marriage and Civil Partnerships*		
	Sex		
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
👤 All children feel represented and their religious and cultural beliefs are celebrated in school			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure the wider community understand the importance of teaching linked to protected characteristics.	Disability	Hold PHSE/RSE question and answer session with parents	Autumn 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Organise discussion with local religious leaders	Spring 2025
	Religion or belief		
	Age*	Showcase work based on protected characteristics and ensure that Talk It questions have good coverage of Protected Characteristics	Summer 2025
	Marriage and Civil Partnerships*		
	Sex		
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3

<ul style="list-style-type: none"> <li>🔊 A consensus with local leaders around the curriculum taught at our school.</li> <li>🔊 Parents are clear and 'on board' with PHSE/RSE curriculum (specific question to be added to parent survey).</li> </ul>			
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Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that children do not use discriminatory language	Disability	Behaviour tracking to ensure that verbally abuse incidents are logged, tracked and dealt with.	Autumn 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Assemblies deal with this issue and visitors invited in to deliver assemblies to the school.	Autumn 2024
	Religion or belief		
	Age*	Children are able to clearly articulate why discriminatory language is not tolerated. Older children are able to deliver session with younger children as a way of role modelling acceptable language.	Summer 2025
	Marriage and Civil Partnerships*		
	Sex		
Sexual orientation			
Success Criteria	Review Point 2	Review Point 2	Review Point 2
<ul style="list-style-type: none"> <li>🔊 Instances of discriminatory language are fewer as the year goes on</li> </ul>			