

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 ASD.	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 December 2024
	Gender reassignment			
	Pregnancy and maternity			
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.		By April 2024
	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 January 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

Smart Objective	Protected Characteristic Strand	Key Actions		Timeframe
Ensure significantly disabled children access curriculum fully and building meets needs.	Disability	Review the PE curriculum to ensure there are clear adaptations for those young people with physical disability.		By December 24
	Gender reassignment			
	Pregnancy and maternity			
	Race	Staff awareness training in Makaton to be able to support specific learners.		By July 25
	Religion or belief			
	Age*			
	Marriage and Civil Partnerships*	Targeted training for specific staff in Makaton to be able to support specific learners.		By September 25
Sex				
Sexual orientation				
Success Criteria	Review Point 1	Review Point 2	Review Point 3	Curriculum and building meet needs of all children. Attends extra curricular activities EHC Reviews

Smart Objective	Protected Characteristic Strand		Key Actions	Timeframe
Provide opportunities for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.	Disability		All children to have visited a place of worship by the end of the academic year.	By July 2025
	Gender reassignment			
	Pregnancy and maternity		Invite faith leaders into school to celebrate significant events with the school community.	By April 2025
	Race			
	Religion or belief			
	Age*			
	Marriage and Civil Partnerships*			
	Sex			
Sexual orientation				
Success Criteria	Review Point 1		Review Point 2	Review Point 3
Positive links formed with other schools with pupils from different backgrounds.				