

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
Successfully integrate pupils with additional learning needs into accessing areas of mainstream provision.	Disability	Work with the LA, Beverley Park & RTMAT to reintegrate children into mainstream, ensuring the physical environment and staffing structure is appropriate to pupils anticipated needs.	By October 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	By June 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*		
Sex	Invite external review to monitor the ongoing integration and appropriate actions are identified for further improvement.	From June 2025	
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> 🌀 An appropriate environment is in place for children with a diverse range of needs 🌀 Skilled staff are in place in mainstream provision 🌀 A clear curriculum model is in place 🌀 External review reports strong and successful integration 			

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 the academic year, ensuring coverage of all PCs.	By September 2024
	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*		
Sex	Review the book offer linked to the PCs and ensure children are familiar these.	Spring 2025	
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 2025

		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">  Children understand what the characteristics are  Children can confidently articulate  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. 			

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 2025
	Religion or belief		
	Age*	Invite children from Corporation Road to come and talk to the children about all the different languages and cultures within their setting.	Spring 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">  Visit planned to a school with a more diverse school context.  Visitors to school  Visit places of worship from different religions 			