

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:

- ➊ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ➋ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- ➌ 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 2025

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. Visits to different places of worships are planned out across the year groups. Assembly rota includes key festivals as they happen throughout the year. Children who are celebrating or are a part of our Culture Council are encouraged to lead and take in part.	Spring 2026
	Gender reassignment		Spring 2026
	Pregnancy and maternity		Spring 2026
	Race		Spring 2026
	Religion or belief		Spring 2026
	Age*		Spring 2026
	Marriage and Civil Partnerships*		Spring 2026
	Sex		Spring 2026
	Sexual orientation		Spring 2026
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 PSHE/RSE question and answer session with parents. Promote our Protected Characteristic library and ensure these are embedded within our curriculum. Showcase work based on protected characteristics	Spring 2026
	Gender reassignment		Spring 2026
	Pregnancy and maternity		Spring 2026
	Race		Spring 2026
	Religion or belief		Summer 2026
	Age*		Summer 2026
	Marriage and Civil Partnerships*		Summer 2026
	Sex		Summer 2026
	Sexual orientation		Summer 2026
Success Criteria	Review Point 1	Review Point 2	Review Point 3
Curriculum and building meet needs of all children. Attends extracurricular activities EHC Reviews			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
-----------------	---------------------------------	-------------	-----------

<p>Provide opportunities for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.</p>	Disability	All children to have visited a place of worship by the end of the academic year.	By July 2026
	Gender reassignment		
	Pregnancy and maternity		
	Race		
	Religion or belief	Invite faith leaders into school to celebrate significant events with the school community.	By April 2026
	Age*		
	Marriage and Civil Partnerships*		
	Sex		
	Sexual orientation	Link with another Trust school, so that children can share their own beliefs and cultures.	By April 2026
Success Criteria	Review Point 1	Review Point 2	Review Point 3
Positive links formed with other schools with pupils from different backgrounds.			