Equality Objectives January 2024 to January 2028

Public Sector Equality Duty Statements	
1	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2	Advance equality of opportunity between people who share a protected characteristic and those who do not.
3	Foster good relations between people who share a protected characteristic and those who do not.
4	Removing or minimising disadvantages suffered by people due to their protected characteristics.
5	Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
6	Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Objective	Which group(s) with protected characteristics will this benefit	Actions	Who is responsible.	Timescale	Links with Public Sector Equality Duty	Success criteria
To raise progress and attainment to advance equality of opportunity for those with protected characteristics,	Disability Gender Race Religion or belief Sexual orientation	• Review accessibility to foundation subjects across the curriculum. • Review impact of teaching of core subjects, including science.	All subject leaders CCT (core curriculum team) Science Lead	Across the academic year	1-5	All groups of pupils will have made at least expected progress and reached individual outcome targets in all subjects.

as well as those who may be disadvantaged. *(Links with SIP)*		• Analyse data and identify gaps, patterns and trends. • Identify pupils to take part in National Tutoring Programme and interventions. • Class teachers to identify all pupils within vulnerable groups and highlight additional support/scaffolding and resources for all lessons. • Monitor the impact of all additional	Data lead Class Teachers Head of School SENDCo Class teachers SENDCo SENDCo			

		interventions. (EduKey)				
Continue to promote positive attitudes towards individual differences, different and alternative lifestyles, faiths or cultures; reducing any negative comments made.	Disability Gender Race Religion or belief Sexual orientation	• Whole school assemblies on national days and different faiths festivals • PSHE curriculum promotes discussion and positive views - looking at different lifestyles and family situations; and also, different types of discrimination • RE curriculum promotes different faiths around the world. • RE displays in Year group areas promotes artefacts and religious information books.	SMLT + other teachers PSHE Lead Class teachers RE Lead RE Lead and class teachers Inclusion Team		2,3, 4 1-6	Pupils will have a greater understanding and awareness of protected characteristics, reducing the number of prejudice related incidents and comments. Pupils and adults accept that all are celebrated for their diversity. Pupils and staff have a greater understanding of and respect for differences between

		• Library stocks a range of books promoting different types of families, including LGBTQ+ • Inclusion Team supports pupils who may have questions. • British Values curriculum, displays and assemblies- promotes understanding and tolerance of other faiths and cultures. • Anti-bullying week activities and workshops planned with outside agencies. • Online safety week- assembly.	Family Support Worker			themselves and others.

		• Attending SEND sports events.				
To help pupils fulfil their full potential, by supporting families and focussing support on improving the lives of the most vulnerable.	Disability Gender Race Religion or belief Sexual orientation	• Pastoral manager to work and offer support with key families. • Sign post families to support groups and outside agencies. • School to liaise with outside agencies; including school nurse, Outreach, Educational Psychologist • School foodbank to support families if needed. • Inclusion Team 'Tea and Talk' session for parents, inviting outside agencies also. • Actively encourage pupil involvement in school clubs and extra-				Pupils that belong to groups within the protected characteristics will feel included, valued and have a sense of equality.

		curricular opportunities.				
To actively promote and prioritise raising awareness, appreciation and celebration of diversity, including gender, sexuality, disability and race and religion.	Disability Gender Race Religion or belief Sexual orientation Age	• Assemblies- British Values, Diwali, Christmas, Eid. • Mark national days, including: autism awareness week, Dyslexia, Odd Socks, World Mental Health day, Diabetes Day. • Explicit teaching about protected characteristics through assemblies, PSHE and SMSC curriculum. • Black history month celebration. • JLT and Ambassador activities in school. • Reinforce school values across the curriculum and				All pupils will have good awareness of rights of the child and will voice them positively.

		through Creative Mission weeks				