

Equality Objectives December 2023 to December 2027

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
<p>To raise progress and attainment to advance equality of opportunity for those with protected characteristics, as well as those who may be disadvantaged.</p> <p><i>(Links with SIP)</i></p>	<p>Disability</p> <p>Gender</p> <p>Race</p> <p>Religion or belief</p> <p>Sexual orientation</p>	<ul style="list-style-type: none"> Review accessibility to foundation subjects across the curriculum. Review impact of teaching of core subjects, including science. Analyse data and identify gaps, patterns and trends. Identify pupils to take part in National Tutoring Programme and interventions. 	<p>All subject leaders</p> <p>MLT</p> <p>Science Lead</p> <p>Data lead</p> <p>Class Teachers</p> <p>Head of School</p> <p>SENDCo</p>	<p>Across the academic year</p>	<p>1-5</p>	<p>All groups of pupils will have made at least expected progress and reached individual outcome targets in all subjects.</p>

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		<ul style="list-style-type: none"> 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 interventions. (EduKey) 	<p>Class teachers</p> <p>SENDCo</p> <p>SENDCo</p>			
Continue to promote positive attitudes towards individual differences,	<p>Disability</p> <p>Gender</p> <p>Race</p> <p>Religion or belief</p>	<ul style="list-style-type: none"> Whole school assemblies on national days and different faiths festivals PSHE curriculum promotes discussion and positive views - looking at different 	<p>SMLT + other teachers</p> <p>PSHE Lead</p>		<p>2,3, 4</p> <p>1-6</p>	Pupils will have a greater understanding and awareness of protected characteristics, reducing the number of prejudice related incidents and comments.

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different and alternative lifestyles, faiths or cultures; reducing any negative comments made.	Sexual orientation	<p>lifestyles and family situations; and also, different types of discrimination</p> <ul style="list-style-type: none"> RE curriculum promotes different faiths around the world. RE displays in Year group areas promotes artefacts and religious information books. Library stocks a range of books promoting different types of families, including LGBTQ+ Inclusion Team supports pupils who may have questions. 	<p>Class teachers</p> <p>RE Lead</p> <p>RE Lead and class teachers</p> <p>Inclusion Team</p> <p>Family Support Worker</p>		<p>Pupils and adults accept that all are celebrated for their diversity.</p> <p>Pupils and staff have a greater understanding of and respect for differences between themselves and others.</p>
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		<ul style="list-style-type: none"> 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. Attending SEND sports events. 				
To help pupils fulfil their full potential, by supporting families and focussing support on	Disability Gender Race Religion or belief	<ul style="list-style-type: none"> 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 				Pupils that belong to groups within the protected characteristics will feel included, valued and have a sense of equality.

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improving the lives of the most vulnerable.	Sexual orientation	<p>nurse, Outreach, Educational Psychologist</p> <ul style="list-style-type: none"> 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-curricular opportunities. 				
To actively promote and prioritise raising awareness, appreciation and celebration of diversity,	Disability Gender Race Religion or belief Sexual orientation	<ul style="list-style-type: none"> 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 				All pupils will have good awareness of rights of the child and will voice them positively.



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including gender, sexuality, disability and race and religion.	Age	<p>through assemblies, PSHE and SMSC curriculum.</p> <ul style="list-style-type: none"> • Black history month celebration. • JLT and Ambassador activities in school. • Reinforce school values across the curriculum and through Creative Mission weeks 				
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