



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 2025

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
	Disability	Work with the LA to open and launch the provision, ensuring the physical environment and staffing structure is appropriate to pupils anticipated needs.	By September 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	By September 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*		
	Sex	Invite external review to monitor the ongoing implementation of the 'Sensory Room Provision' and appropriate actions are identified for further improvement.	From January 2026
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> 🌀 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 🌀 Learning is personalised for individual learners 	Staff Training Learning is personalised for individual children IEPs are created and reviewed including parental voice and discussions		

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that toilet facilities are appropriately available for all pupils and staff.	Disability	Discuss with Y3 and Y4 pupils and staff why the current 'mixed' toilets are under review. Canvass staff views about the current 3 mixed gender toilets.	Autumn 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	Ensure upstairs toilets are split in to male and female toilets, with downstairs toilets remaining as 'mixed'. Procure appropriate signage and sanitary	Autumn 2025
	Religion or belief		
	Age*		
Marriage and Civil Partnerships*		Spring 2026	

	Sex		Build in to the 'pupil conference' a review of the success of the toilet arrangements.	
	Sexual orientation			
Success Criteria	Review Point 1		Review Point 2	Review Point 3
<ul style="list-style-type: none">  Single sex and mixed toilets are available for all pupils  Staff views are taken in to account regarding staff toilets 	<p>This has been discussed and shared with children. Staff understand and have been updated with information. Children know when to access toilets and know the differences between the toilets downstairs and upstairs.</p>			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that staff and pupils are clear in their understanding and use of the protected characteristics and the language associated with this.	Disability	Assemblies across the academic year to ensure all protected characteristics are taught and regularly revisited (updated annually to reflect)	Ongoing 2024-2026
	Gender reassignment		
	Pregnancy and maternity	Ensure the PSHE curriculum has regular opportunities to deliver age appropriate lessons about protected characteristics	Autumn 2025
	Race		
	Religion or belief		
	Age*	Review book offer in school to ensure all protected characteristics are represented	Spring 2026
	Marriage and Civil Partnerships*		
	Sex		
Sexual orientation			
Review Point 1	Review Point 2	Review Point 2	Review Point 2
Children have a clear understanding of what protected characteristics are Children can articulate protected characteristics Evidence of PSHE teaching across school demonstrates good practice Staff have engaged in further training	<p>Assembly focus weekly Included on a Friday knowledge check Floor books demonstrate PSHE teacher Agenda item in staff meeting</p>		