

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 2023

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Develop a successful 'targeted mainstream provision' for pupils with ASD.	Disability	Work with the LA to open the launch the provision, ensuring the physical environment and staffing structure is appropriate to pupils anticipated needs.	By April 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	By September 2024
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Invite external review to monitor the ongoing implementation of the 'TMP' and appropriate actions are identified for further improvement.	From January 2025
Sex			
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 			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that toilet facilities are appropriately available for all pupils and staff.	Disability	Discuss with Y4 pupils and staff why the current 'mixed' toilets are under review. Canvass staff views about the current 3 mixed gender toilets.	Summer 2024
	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	Summer 2024
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Build in to the 'pupil conference' a review of the success of the toilet arrangements.	Spring 2025
Sex			
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3

<p> Single sex and mixed toilets are available for all pupils</p> <p> Staff views are taken in to account regarding staff toilets</p>			
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