




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 2024

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
To improve children's awareness of diversity in relation to Fundamental British Values and protected characteristics.	Disability	To plan out key dates for weekly themes and significant events which will contribute towards children's understanding of diversity, inclusion, tolerance and protected characteristics.	September 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Children's working party to be established to inform a school wide approach to improving awareness and understanding, including visits to other schools, display design and communication of key messages.	Completed by May 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Trust-led audit of curriculum, provision and pupil voice.	July 2025
Sex			
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none">  Children will know the Fundamental British Values, and will be able to relate this to their lived experiences in school.  Children will be able to name a range of protected characteristics and why they are protected in law.  Children will be able to articulate the importance of diversity, inclusivity and equality.  External review reports a strong and successful provision is operating . 			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that staff and children fully understand how to prevent racist behaviours, and what to do if they occur.	Disability	To plan out key dates for weekly themes and significant events which will contribute towards children's understanding of diversity, inclusion, tolerance and protected characteristics, including Black History Month, SRtRC Week, World Religion Week.	September 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Staff to complete additional safeguarding training around tackling racism, unconscious bias and representation via The National College	Spring 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	UKS2 children to participate in the Show Racism the Red Card programme.	April 2025
Sex			

	Sexual orientation			
Success Criteria	Review Point 1		Review Point 2	Review Point 3
<ul style="list-style-type: none">  The requirement for specific intervention around any racist behaviours (eg. PCSO or PACE involvement) will reduce.  Children will be able to articulate the benefits of living in a multi-cultural society. 				

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
To carefully track the progress made by children from different ethnic groups, intervening efficiently and effectively when new children join the school from other countries to support development.	Disability	The school EAL policy and relevant strategies to be updated to include a more robust support and tracking procedure, alongside staff training into the implementation of this.	September 2024
	Gender reassignment		
	Pregnancy and maternity		
	Race	Termly updating of the proficiency scale documentation and review of ongoing support for children to ensure they make good progress.	December 2024 March 2025 June 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*		
Sex	Further build upon networks to ensure key support is in place for both children and their families across our locality and the wider Darlington area.	By June 2025	
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 2
<ul style="list-style-type: none">  Children make good progress across the English proficiency scale for both speaking and understanding.  This good progress translates into good individual progress across specific subject data.  Families report feeling well supported through the signposting provided to wider opportunities across the LA. 			