

# Equality Objectives 2022-2026

## 125b



**Date Originally Written** December 2022

**Written By** M Booth

**Monitoring Arrangements** Annually

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**Reviewed By** M Booth

**Date Reviewed/Updated** December 2022

**Have you made any updates?** Yes – New objectives

**Signed:** \_\_\_\_\_

**Next Review Due** December 2023  
(Final review due Autumn 2026)

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**Date Ratified by Governors** January 2023

**Signed:** \_\_\_\_\_

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The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against pupils or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the **Public Sector Equality Duty**. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Our **Equality Objectives** reflect the schools' priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

**Our Equality Objectives are:**

- Objective 1: To provide an environment that welcomes, values, protects and respects difference and diversity by promoting pupils' spiritual, moral, social and cultural development.
- Objective 2: To provide a school curriculum which is rich and diverse, enabling all pupils, including those with protected characteristic as defined by the Equality Act, to feel valued and confident and in consequence, more likely to achieve their potential.
- Objective 3: To monitor and analyse pupil achievement by race, gender, disability and pupil groups including disadvantaged groups and act on any trends or patterns in the data that require additional support for pupils.

Specific tasks relating to these objectives can be found within the School's Improvement Development Plan.