

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: Spring 2025 Review Date Spring 2028

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Develop a successful 16 place specialist SEND unit provision for pupils with communication and interaction needs.	Disability Gender identity Pregnancy and maternity Race Religion or belief Age* Marriage and Civil Partnerships* Sex Sexual orientation	Work with the LA to open the launch the provision, ensuring the physical environment and staffing structure is appropriate to pupils anticipated needs.	By September 2025
		Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	By September 2025
		Trust to review monitor the ongoing implementation of the Acorns and appropriate actions are identified for further improvement.	From January 2025
Success Criteria	Review Point 1 Spring 2026	Review Point 2 Spring 2027	Review Point 3 Spring 2028
⌚ 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 staff and pupils are clear in their understanding and use of	Disability Gender identity Pregnancy and maternity	Assemblies across the academic year to ensure all protected characteristics are taught and regularly revisited	Ongoing 2024-2025

protected characteristics and the language associated with these	Race	Ensure the PSHE curriculum has regular opportunities to deliver age appropriate lessons about protected characteristics Review book offer in school to ensure all protected characteristics are represented Staff to engage in further training from More than Flags and Rainbows	Spring 2025
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*		Summer 2025
	Sex		
	Sexual orientation		Spring 2025
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> ◉ 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 			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that toilet facilities are appropriately available for all pupils and staff	Disability	Toilet facilities are available to allow mixed gender usage for all ages	Spring 2025
	Gender identity		
	Pregnancy and maternity		
	Race		
	Religion or belief	Staff toilets are available for mixed gender use	Spring 2025
	Age*		
	Marriage and Civil Partnerships*		
	Sex		
	Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 2
Toilet facilities are available for mixed gender use Staff toilets are available for mixed gender use			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure staff understand script for speaking to parents who are challenging Preston values	Disability	Script shared with staff and staff training completed	Immediate
	Gender identity		
	Pregnancy and maternity		
	Race		
	Religion or belief	Regularly review staff training and reinforce expectations	Termly
	Age*		
	Marriage and Civil Partnerships*		

	Sex Sexual orientation		
Success Criteria	Review Point 1	Review Point 2	Review Point 2