**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**](https://lingfieldeducationtrust.com/governance-policy/trust-policies/). 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

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| **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 |  | 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 |
| Gender identity |  |
| 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\* |  | Trust to review monitor the ongoing implementation of the Acorns 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** |
| * 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
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| **Smart Objective** | **Protected Characteristic Strand** | **Key Actions** | **Timeframe** |
| Ensure that staff and pupils are clear in their understanding and use of protected characteristics and the language associated with these | Disability |  | Assemblies across the academic year to ensure all protected characteristics are taught and regularly revisited | Ongoing 2024- 2025 |
| Gender identity |  |
| Pregnancy and maternity |  |
| Race |  | Ensure the PSHE curriculum has regular opportunities to deliver age appropriate lessons about protected characteristics  | Spring 2025 |
| Religion or belief |  |
| Age\* |  |
| Marriage and Civil Partnerships\* |  | Review book offer in school to ensure all protected characteristics are represented | Summer 2025 |
| Sex  |  | Staff to engage in further training from More than Flags and Rainbows | Spring 2025 |
| Sexual orientation  |  |
| **Success Criteria**  | **Review Point 1** | **Review Point 2** | **Review Point 3** |
| * 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
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| **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 |  | Staff toilets are available for mixed gender use  | Spring 2025 |
| Religion or belief |  |
| 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 useStaff toilets are available for mixed gender use |  |  |  |

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| **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 |  | Regularly review staff training and reinforce expectations | Termly  |
| Religion or belief |  |
| Age\* |  |
| Marriage and Civil Partnerships\* |  |  |  |
| Sex  |  |
| Sexual orientation  |  |
| **Success Criteria** | **Review Point 1** | **Review Point 2** | **Review Point 2** |
|  |  |  |  |