

We are required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share protected characteristic and those who do not.

The 'protected characteristics' are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex Equality
- Sexual orientation
- Age
- Marriage and Civil partnership

Equality Objectives: 2016-2019

Link to Public Sector Equality Duty	Protected characteristics	Aim:	Objective:	Target group(s); e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's Responsible?	Dates from and to:	Milestones/ progress
Disability, Race and Religion	All protected characteristics	To ensure that 90% of staff feel confident in responding effectively to prejudice-related bullying, according to school records that are kept.	For staff and pupils to understand	All pupils and staff	To continue to carry out SEAL lessons relating to this theme. To fund raise on behalf of charities that protects peoples Human Rights.	Senior Leaderships team and Governors	Jan 2014- Jan 2015	All classes have completed SEAL lessons for example 'Making someone welcome' developing empathy and understanding of every person's rights Jan

								2014 Ongoing lessons from Jan 2015
Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity		To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Improved data collection and analysis of staffing issues to include a staff questionnaire Staff reporting improved sense of inclusion.	Applicants and all school staff including volunteers	Undertake to support staff through their Post Graduate qualification, ensuring that whatever their back ground they have the opportunity to fulfil their potential		Sept 2015-2017	
Advance equality of opportunity	Disability/ All	To increase the opportunity to access areas of the community and work placements	Improved opportunities for access to different locations and activities, as well as work experience.	All pupils/Young people and those of work experience age.		Class leads.	Sept 2016-Sept 2018	

		where appropriate. To develop our outdoor space to ensure that all pupils have access to resources that enhance their experiences	Increased opportunity for our most complex pupils to access the outside space.					
Fostering good relations	Age	To improve understanding and challenge stereotyping between young and old.	Increase positive attitudes towards each other	All pupils/students and staff	Develop art projects related to life in the past, through inviting older residents in and through developing art work to express this.	Mrs Swan and Class Leads	Jan 2014- Jan 2016	
Fostering good relations	All	To promote good relations between people from different	Improved understanding of Northumberland Community and	All pupils/students	To develop links with a school in Scotland and one in	Mrs Derries Senior management team	July 2016- July 2018	

		backgrounds	the diversity within it. Increased positive attitude to people from different backgrounds. Improved understanding of the diversity of relationships and families that exist in Northumberland		Ireland PHSE lessons relating to diversity. Staff training on diversity and equality regarding different families and relationships.		Sept 2015- Sept 2016 Oct 2014	
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