

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: 2019-2022

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	Continue to establish ways of fostering social diversity and inclusion amongst staff and students through widening participation and other activities	For staff and pupils to understand	All pupils and staff	Staff will teach lessons that explore different types of families. Staff will teach lessons explore ways to respond to incidents that occur that are 'homophobic' Resources will be audited and new resources will be sourced that are diverse and show that there are many types of families in the world.	Senior Leadership team and Governors	Sep 2019- June 2020	
Eliminate unlawful discrimination, harassment and victimisation	All protected characteristics.	To ensure that all pupils have equal access to all activities that occur in school.	To think about what we can do to improve the environment to ensure that all	All pupils will be able to access all activities	Staff will plan activities that ensure all pupils can take part. Reasonable adjustments will be	Class Leads	Sept 2019- July 2021	

REVIEWED BY MRS DERRIES HEADTEACHER JUNE 2019

Equality of opportunity			pupils can access activities To understand the value of including different people and working together.		made to ensure that all pupils can access the different activities. Equipment will be purchased to ensure that this can happen.			
Fostering good relations	Age	To ensure that pupils can see the importance of being positive towards people of different ages.	Increase positive attitudes towards each other	All pupils/students and staff	Develop a joint wildlife space in a local village Complete the Northumberland Award and the John Muir award	Class Leads	Jan 2020- Jan 2021	