

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	Objective:	Outcome/target:	Target group(s); e.g. whole school, girls, boys, SEN, staff etc	Action:	Success Criteria:	Who's Responsible ?	Dates from and to:	Monitoring
Disability, Race and Religion	All protected characteristics	To develop and foster social diversity and inclusion amongst staff, students and the school environment	To create high quality, evidence based and age appropriate teaching plans. To ensure a socially inclusive and diverse representation within cross-curricular resources and displays. To ensure that work completed is reflected and evidenced in our Equality Awards bid.	All students and staff	Staff will teach lessons that explore different types of families. Staff will teach lessons to explore social and cultural diversity. Staff will teach lessons that reflect the rights of individuals to express their sexuality and gender. Resources will be audited and new resources will be sourced that show a diverse representation across society. Displays will be evaluated for	Lessons take place that develop students awareness and understanding of equality and individuality. Resources showing a diverse representation of society are purchased and used in planned lessons and play. A diverse representation is used and visible within worksheets/resources in student workbooks. Displays across school will use a range of inclusive	SLT Class Leads Governors	Sep 2019- June 2020	PD/GG

					diverse representation.	and socially diverse images, text and student work. Successful completion of the Equalities Award.			
Eliminate unlawful discrimination, harassment and victimisation. Equality of opportunity.	All protected characteristics	To ensure that all students have equal access and opportunity to all activities that occur in school.	To improve the school environment to ensure that all students can access all activities. To understand the value of including different people and working together. To ensure that work completed is reflected and evidenced in our Equality Awards bid.	All students and staff	Staff will plan activities to ensure all students can take part. Reasonable adjustments will be made to ensure that all students can access the different activities. Specialist equipment will be purchased to ensure all students can participate.	Lessons will take place differentiating activities to ensure all students are included at their appropriate level of understanding. Equipment will be identified, purchased and in place. Successful completion of the Equalities Award.	SLT Class Leads	Sept 2019- July 2021	PD/GG
Fostering good relations	Age	To ensure that students can see the importance of being positive towards people of different ages.	To increase positive attitudes towards each other. To develop respect and tolerance of others. To understand the value of working together. To ensure that work completed is	All students and staff	Develop a joint wildlife space in a local village Complete the Northumberland Award and the John Muir award	Completion of local village wildlife space. Completion and accreditation of the Northumberland Award and the John Muir Award. Successful completion of the	Class Leads	Jan 2020- Jan 2021	PD/AC GG

			reflected and evidenced in our Equality Awards bid.			Equalities Award.			
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