

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: Autumn 2025

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
Further embed our PSHE curriculum to ensure that children understand and have tolerance of our school and the wider community	Disability	✓	New PSHE lead to evaluate current curriculum offer
	Gender reassignment	✓	
	Pregnancy and maternity	✓	
	Race	✓	Liaise with parents to share and discuss new curriculum offer – working alongside other professionals as appropriate e.g. Traveller Support
	Religion or belief	✓	
	Age*	✓	Conduct some pupil and staff voice exercises around understanding and tolerance of diversity – live it not just say it.
	Marriage and Civil Partnerships*	✓	
	Sex	✓	
Sexual orientation	✓	Review and revise curriculum and approach in response to monitoring exercises	From January 2026
Success Criteria			July 26
 Revised PSHE curriculum in place  All children understand the importance of tolerance and celebrate diversity  Parents have a clear understanding of our approach to diversity and discrimination	Review Point 1	Review Point 2	Review Point 3

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe	
For children to have a better understanding of our Traveller community to increase awareness and acceptance	Disability	AHT to liaise with traveller Support service to discuss how they can support in school	Autumn 25	
	Gender reassignment			
	Pregnancy and maternity			
	Race	✓	Traveller Support service to conduct assemblies across the year to provide information about 'what it means to be a traveller'	Ongoing
	Religion or belief		Class Teacher to work with Traveller Support service to complete dedicated activities exploring Traveller lifestyle.	By July 25
	Age*			
	Marriage and Civil Partnerships*			
Sex				
Sexual orientation				
Success Criteria	Review Point 1	Review Point 2	Review Point 3	

<ul style="list-style-type: none"> Our Traveller children feel that their beliefs are recognised and accepted Traveller children feel like they belong at Northwood All children have a greater awareness of what it is like to be a Traveller			
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