Equality Objectives

The Equality Act 2010 requires objectives to be set every four years. Aims are set, by schools to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Most schools establish 3-4 objectives which align with their school development plan priorities. Governing bodies should review objectives annually and update the equality information that is published.

Examples of equality objectives might include:

Objective	Main actions	Lead person	Time scales	Evidence of impact
Raise the achievement of boys in phonics to close the national gender gap	Pedagogical approaches engage boys in learning to read early. Progress meetings track attainment and next steps for teaching and learning. Resources support developing early interest in books.	Senior Leaders	2024_2025	Records of progress meetings and monitoring. Data: in school and KS1 national.
Ensure that the achievement (progress) of children from vulnerable and disadvantaged families (Pupil Premium) improves so that it is in line with or above that of all non-disadvantaged children	Data and test level analysis to identify key issues for Pupil Premium group. Progress Meetings track attainment and next steps for teaching and learning. Pupil Premium plan is reviewed at least annually to ensure impact of budget on attainment.	Strategic Lead for Pupil Premium	2024_2025	Records of progress meetings, evaluations and monitoring. Data: in school and KS2.
Promote the understanding of and respect for difference within the school and its community	Assemblies, school events, visits and visitors reflect the whole community and British values. Planned community/parent/staff participation in school community liaisons.	AHT	2024_2025	Low or reducing incidents of racism/ discriminatory behaviours. Policy and practice which reflect

				consistent approach to school ethos and equality.
Ensure equality of access to all aspects of our curriculum and school provision	Disability and Accessibility Plan is in place and reviewed regularly. Focus on and analysis of after school clubs and family learning to ensure it is being accessed by all groups in the school including Pupil Premium and SEND pupils. Action plan to improve accessibility and focus where required. Subject Leads review and update resources to ensure equality of access e.g. PE equipment where necessary.	Senior Leadership Team	2024_2025	Disability and Accessibility Plan. Attendance registers Subject Leader review