



# EQUALITY OBJECTIVES

5 Minute Guide

Summer 2019

The Equality Act 2010 put in place a number of duties for public bodies, including schools, to ensure that they have due regard to certain 'protected' groups. All public bodies and schools must have *due regard* to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

## 9 Protected Characteristics

Race  
Religion or Belief  
Gender  
Disability  
Sexual orientation  
Gender reassignment  
Pregnancy and maternity  
Age (*applicable to staff only*)  
Marriage and civil partnerships  
(*applicable to staff only*)

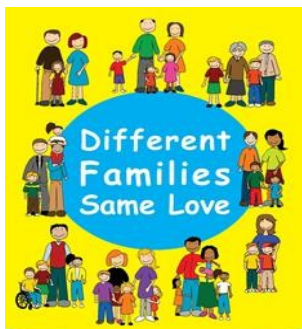
## Equality Objectives

- Produce Equality Objectives that are real for your school. There is no set number that you are required to have.
- Publish your Equality Objectives on your website. There is no set format.
- Review your progress against the objectives annually and renew the objectives at least once every four years.
- Embed the objectives in your school development plan.
- Ensure your governors are aware of the objectives and agree to them.

## Examples of equality objectives from schools

- To develop a culturally inclusive curriculum that celebrates equality and diversity
- To ensure that the school environment reflects pupil's cultural and linguistic diversity
- To ensure that our resources and practice effectively support EAL pupils in their learning
- To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement
- To raise achievement and attainment in mathematics to match the levels of achievement and attainment in English for boys and girls at the end of KS1 and the end of KS2
- To ensure that groups of pupils, including those with special educational needs, are making progress in line with similar groups nationally
- To encourage all pupils to consider non-stereotyped career options
- To narrow the pupil premium gap in Reading, Writing and Maths in all year groups.
- To improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition
- To provide training for all staff and governors on equality and diversity

## Some helpful links



[Stonewall Different Families Poster](#)

[St. Mary's CE Primary School, Sale, Equality Information and Objectives](#)

[Brookside Primary School, East Leake, Equality, Diversity and Inclusion Policy](#)

[North Cheshire Jewish Primary School, Equality and Diversity Policy](#)

[Model School Equality Policy, Insted Consultancy](#)

[The Linking Network](#)