

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 2026

Smart Objective	Protected Characteristic Strand		Key Actions		Timeframe
To review the range of high quality texts used across the curriculum with a particular focus on English and PSHE ensuring a range of texts are used to enhance children's understanding beyond the local area building on cultural capital and awareness across the school.	Disability		Conduct a whole-school audit of curriculum texts - Review all core texts used in English, PSHE and foundation subjects to evaluate representation of different cultures, faiths, family structures, abilities, genders and global experiences. - Identify gaps where pupils have limited exposure to perspectives beyond the local community and replace or supplement texts accordingly		Autumn 2026
	Gender reassignment				
	Pregnancy and maternity				
	Race		Develop a progressive and diverse reading spine - Create a reading spine for each year group that includes high-quality fiction, non-fiction and poetry from a range of authors, cultures and backgrounds. - Ensure texts are carefully sequenced to broaden pupils' cultural capital and deepen their understanding of life in modern Britain and the wider world.	Spring 2027	
	Religion or belief				
	Age*				
	Marriage and Civil Partnerships*				
	Sex				
	Sexual orientation				
Success Criteria	Review Point 1	Review Point 2	Review Point 3		
➤ All year groups have an agreed diverse reading spine in place. ➤ Curriculum texts reflect a broad range of cultures, perspectives and experiences. ➤ Pupil voice demonstrates increased awareness and understanding of communities, cultures and lifestyles beyond the local area. ➤ Monitoring evidence that high-quality texts are used effectively to promote cultural capital, diversity and inclusion across the curriculum.					

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
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Ensure that the curriculum and resources available promote a range of positive role models that young people positively identify with.	Disability		Embed the Personal Development Curriculum for Lingfield		Autumn 2026
	Gender reassignment				
	Pregnancy and maternity				
	Race		Use assemblies half termly, including Picture News weekly, to celebrate difference		Autumn 2026
	Religion or belief				
	Age*		Use resources to order and update resources / books in school. Share resources across school for use within the curriculum.		Summer 2027
	Marriage and Civil Partnerships*				
	Sex				
Sexual orientation					
Success Criteria	Review Point 1	Review Point 2		Review Point 3	
➤ Personal Development Curriculum in place and embedded across whole school ➤ Explore resources on view across school and used within lessons ➤ Library and context books updated to reflect positive role models in all walks of life ➤ Teaching and assemblies celebrate difference					

Smart Objective	Protected Characteristic Strand		Key Actions	Timeframe
Ensure disabled children and those with significant additional needs access curriculum fully.	Disability		Provide appropriate specially adapted provision for children with additional needs mainstream classrooms	ongoing
	Gender reassignment			
	Pregnancy and maternity		Effective budget planning for project to provide additional classroom resources to support children with additional needs	Ongoing
	Race			
	Religion or belief			
	Age*		Liaise with LA SEND Team to access additional capital funding for sensory spaces across mainstream classrooms	2026-2027
	Marriage and Civil Partnerships*			
	Sex			
	Sexual orientation			
Success Criteria	Review Point 1		Review Point 2	Review Point 3
➤ Indoor and outdoor areas are accessible for all site users / visitors ➤ Classroom provision is fit for purpose and meets the changing needs of children ➤ Resources are purchased and available across school to meet the needs of all children ➤ All children are able to access extra curricular activities at school and during holidays				