




## 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
Develop the curriculum so that all learners can see themselves within it.	Disability	Review of curriculum content to ensure a spread of race and religion is represented.	By April 2026
	Gender reassignment		
	Pregnancy and maternity		
	Race	Gain a fully accurate picture of pupil and staff religions, languages and race across school – in order to respond to their needs appropriately	By December 2025
	Religion or belief		
	Age*	Ensure all major religious celebrations are included in the school calendar.	By December 2025
	Marriage and Civil Partnerships*		
Sex			
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
 All races represented at Mandale Mill are also represented within the curriculum.  All religions represented at Mandale Mill are also represented within the curriculum.  Children feel represented.			

Smart Objective	Protected Characteristic Strand	Key Actions	Timeframe
To improve children's awareness in relation to Fundamental British Values and protected characteristics.	Disability	To plan out key dates for weekly themes and significant events which will contribute towards children's understanding of Fundamental British Values	By April 2026
	Gender reassignment		
	Pregnancy and maternity		
	Race	Children's working party to be established to inform a school wide approach to improving awareness and understanding, including visits to other schools, display design and communication of key messages	By December 2025
	Religion or belief		
	Age*	Trust-led audit of curriculum, provision and pupil voice.	By December 2025
	Marriage and Civil Partnerships*		
Sex			
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
 Children will know the Fundamental British Values, and will be able to relate this to their lived experiences in school.			

<ul style="list-style-type: none"> <li> Children will be able to name a range of protected characteristics and why they are protected in law.</li> <li> Children will be able to articulate the importance of diversity, inclusivity and equality.</li> <li> External review reports a strong and successful provision is operating .</li> </ul>			
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Smary Objective	Protected Characteristic Strand	Key Actions	Timeframe
Ensure that staff and children fully understand how to prevent racist behaviours, and what to do if they occur	Disability	To plan out key dates for weekly themes and significant events which will contribute towards children's understanding of diversity, inclusion, tolerance and protected characteristics, including Black History Month and Refugee Week.	September 2025
	Gender reassignment		
	Pregnancy and maternity		
	Race	Staff to complete additional safeguarding training around tackling racism, unconscious bias and representation via The National College	Spring 2026
	Religion or belief		
	Age*	UKS2 children to participate in the Show Racism the Red Card programme.	Spring 2026
	Marriage and Civil Partnerships*		
Sex			
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none"> <li>• The requirement for specific intervention around any racist behaviours (eg. PCSO or PACE involvement) will reduce.</li> <li>• Children will be able to articulate the benefits of living in a multi-cultural society</li> </ul>			