[Insert your school logo]

**Equality Act 2010**

**Our equality objectives**

**[Date 2018]**

For further information or if you need this document in large print, audio, Braille, alternative format or a different language please contact [insert job title] on???? or ???

**Contents**

|  |  |  |
| --- | --- | --- |
|  |  | **Page** |
| **1.** | 1. **Introduction** | 3 |
| **2.** | 1. **The legal context** | 3 |
| **3.** | 1. **Norfolk’s diverse population & our school community** | 3 |
| **4.** | 1. **Issues that our objectives take into account** |  |
| **5.** | 1. **Our objectives** |  |
| **6.** | 1. **Monitoring & governance** |  |
| **7.** | 1. **Further Information** |  |

**Introduction**

1. [Name of school] has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our five [amend as appropriate] equality objectives for [inset time period].
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

**The legal context**

1. Schools have a statutory duty under the Equality Act 2010 to pay ‘due regard’ to the following when exercising public functions:

* Eliminate discrimination, harassment and victimisation and other prohibited conduct;
* Advance equality of opportunity for people with protected characteristics[[1]](#endnote-1);
* Foster good relations between people who share a relevant protected characteristic and people who do not share it.

1. The Act also requires schools to:

* Publish equality objectives that are proportionate, specific and measurable
* Report annually on progress
* Publish a school accessibility plan.

**Norfolk’s diverse population & our school community**

1. Norfolk is the fifth largest shire county in England, with 885,000 residents. Norfolk’s diverse communities are interwoven into the county’s history, spanning hundreds of years. For more information see [Norfolk Insight.](http://www.norfolkinsight.org.uk/)

The diverse population of our school

1. Our school community has its own unique make up:

* (Give examples – eg ethnic/disability/SEN/gender etc profile of pupils)

**The profile of our workforce and the governing body**

1. *This is not essential, but you may wish to include some summary words about the demographic profile of your workforce/governing body – being mindful that if the numbers for some protected characteristics are very small, you may have to generalise so that individuals cannot be identified.*

**Issues that our objectives take into account**

1. Our equality objectives address the following issues:

* Like many areas of the country, Norfolk saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a ‘new normal’. This ‘new normal’ is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
* There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school. This is a major issue because Norfolk has a higher number of disabled people than other parts of the country and increasing numbers of disabled young people.
* Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility ‘the norm’.

**Our equality objectives for [insert time period]**

1. Our five objectives are:
   * + 1. ???
       2. ???
       3. ???
       4. ???
       5. ???
2. Our action plan on the next page sets out more information.

**Monitoring & governance arrangements**

1. Our Governing Body is responsible for monitoring delivery of our objectives on a quarterly (?) basis.
2. The date of the next formal review of these objectives is ???.

**Further information**

1. For further information please contact…

**Our Equality Objectives for [inset time period]**

| Objective | Actions | Timescale | How will we know we’ve achieved this objective? | Responsibility |
| --- | --- | --- | --- | --- |
|  | Summarise the actions you plan to undertake to deliver this objective |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

1. The characteristics protected under the Act are:

   * age
   * disability
   * gender reassignment
   * marriage and civil partnership
   * pregnancy and maternity
   * race
   * religion or belief
   * sex and
   * sexual orientation

   [↑](#endnote-ref-1)