



Set in 2022 by Senior Leadership Team
Reviewed by Governors Summer 2022
Next review due Summer 2023

Equality Objectives

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Act put in place a number of duties for public bodies, including schools, to ensure that they have due regard to certain 'protected' groups. The protected groups are age, gender reassignment, disability, race, religion or belief, gender, sexual orientation and pregnancy or maternity. These are called Protected Characteristics.

The general duty is set out in Section 149 of the Equality Act 2010. In summary, all public bodies and schools must have *due regard* to the need to:

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

Schools have a legal requirement to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty.

Trinity Road Equality Objectives

Set in 2022 based on data analysis of achievement, behaviour records, curriculum audits and the demographics of the school.

- To develop our use of gender and social language to be sensitive to assumed stereotypes relating to gender.
- Reduce incidents of homophobic language being used by ensuring education, communication, questions underpin the knowledge and understanding needed by children to make different language choices.
- To ensure all children and young people have access to a diverse and inclusive curriculum, which continues to promote their spiritual, moral, social and cultural development, that represents the different religions, cultures and families at the school and in our community to promote a sense of belonging.