North Wolds Federation Equality Objectives

May 2025

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; marriage or civil partnership; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equalities Policy is in line with national guidance and contains information about how the Federation complies with the Public Sector Equality Duty. We also give guidance to staff and the wider school community on our approach to promoting equality.

Our Equality Objectives reflect the Federation's priorities, our values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

For 2025 - 2028, our Equality Objectives are:

- To continue to provide school environments that welcome, protect and respect diverse people.
- To continue to close the gaps in attainment and achievement between children and all groups of students; especially disadvantaged students, students with Special Educational Needs and Disabilities and Looked After Children.
- To ensure that all children are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all.
- To review the accessibility across the school for children, staff and visitors with disabilities, including access to specialist teaching areas.
- To identify individual, agencies and organisations in the wider community that can assist us as we promote equality.
- To use acts act of daily worship to raise the profile of issues to do with equality
- To celebrate and highlight key relevant events such as Paralympics, deaf awareness week and learning disability week. To display information and work that promotes equality and cultural diversity.

Specific tasks relating to these objectives can be found within the School Development Plan.