






Lingfield Education Trust

Equality Objectives

Policy Version Control	
Policy type	School Policy
Policy prepared by (name and delegation)	Gemma Howe Head of School
Last review date	May 2025
Next review date	Autumn 2026

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
Ensure significantly disabled children access curriculum fully and building meets needs.	Disability	Ensure that the physical environment and staffing structure is appropriate to pupils anticipated needs.	September 25 /ongoing
	Gender reassignment		
	Pregnancy and maternity		
	Race	Develop an appropriate curriculum model, in partnership with other Trust schools and LA professionals.	September 25 /ongoing
	Religion or belief		
	Age*		
	Marriage and Civil Partnerships*	Invite external review to monitor the ongoing implementation of the 'TMP' and appropriate actions are identified for further improvement.	September 25 /ongoing
	Sex		
Sexual orientation			
Success Criteria	Review Point 1	Review Point 2	Review Point 3
<ul style="list-style-type: none">  Highly skilled staff are in place.  All curriculum and policy reviews will refer explicitly to our equality policy and statement and reflect the school's ethos.  Accessibility plan will be in place  Behaviour policy and systems promote respect for differences and equality.  Assemblies, school events, visits and visitors reflect the whole community and British Values.  Planned community/parent participation surveys and consultations e.g. SRE consultation  Ensure high quality provision and resources PSHE/RE lessons which develop and challenge understanding of difference and equality in the community and wider world. 			

 Expectations and monitoring of the learning environment and resources to ensure that it reflects the community including book choices, SEND provision and achievement.			
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Smart Objective	Protected Characteristic Strand	Key Actions		Timeframe
Identify vulnerable/disabled parents/carers and provide additional support to help them to play a full part in the life of the school	Disability	Support/Signposting to Outside Agencies such as SENDIAS and Early Help to support with understanding and access to school meetings where needed.	Ongoing throughout the year.	
	Gender reassignment			
	Pregnancy and maternity			
	Race	Termly coffee mornings for parents of children with SEND with guest speakers organised by SENDCo.	Autumn, Spring, Summer Terms.	
	Religion or belief			
	Age*	Termly Parent's SEND Support Evenings take place in addition to Parent Evenings	Autumn, Spring, Summer Terms.	
	Marriage and Civil Partnerships*			
Sex				
Sexual orientation				
Success Criteria	Review Point 1	Review Point 2	Review Point 3	
 Parents feel confident to attend extra meetings such as EHCP Reviews and attendance at school events such as Parent Evenings.  Increase in these parents attending coffee mornings and SEND Support Parent Evenings.				

Smart Objective	Protected Characteristic Strand	Key Actions		Timeframe
Provide opportunities for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities	Disability	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different ethnic groups and religious groups within local area.	September 2025 and ongoing.	
	Gender reassignment			
	Pregnancy and maternity			
	Race	To embed understanding through our weekly assemblies	Ongoing throughout the year.	
	Religion or belief			
	Age*	Positive links formed with other schools with pupils from different backgrounds.	October 2025	
	Marriage and Civil Partnerships*			
Sex				
Sexual orientation				
Success Criteria	Review Point 1	Review Point 2	Review Point 3	
 All school policies and promote equality of opportunity.  To continue with our block teaching of RE and British Values each term.  Ensure our school curriculum promotes tolerance of all groups.  To facilitate the introduction to, and understanding of, other religions and cultures to our children.				

<ul style="list-style-type: none">🌀 To continue the implementation of our new PSHE curriculum across the school.🌀 To look at current issues within the local community – riots etc🌀 All staff are aware of our responsibility with regards to the equality act			
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