

We are required to have due regard to the need to:

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

The 'protected characteristics' are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex Equality
- Sexual orientation
- Age
- Marriage and Civil partnership

Equality Objectives: 2016-2019

Link to Public Sector Equality Duty	Protected characteristics	Aim:	Objective:	Target group(s); e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's Responsible?	Dates from and to:	Milestones/ progress
Disability, Race and Religion	All protected characteristics	To ensure that 90% of staff feel confident in responding effectively to prejudice-related bullying, and extremism according to school records that are kept.	For staff and pupils to understand	All pupils and staff	To continue to carry out SEAL lessons relating to this theme. To fund raise on behalf of charities that protects peoples Human Rights. To address extremism	Senior Leaderships team and Governors	Jan 2014- Jan 2019	All classes have completed SEAL lessons for example 'Making someone welcome' developing empathy and understanding of every person's rights Jan 2014

					through training			Ongoing lessons from Jan 2015 Prevent training completed summer 2017
Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity		To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Improved data collection and analysis of staffing issues to include a staff questionnaire Staff reporting improved sense of inclusion.	Applicants and all school staff including volunteers	Undertake to support staff through their Post Graduate qualification, ensuring that whatever their back ground they have the opportunity to fulfil their potential		Sept 2015-2017	Completed July 2017
Advance equality of opportunity	Disability/ All	To increase the opportunity to access areas of the	Improved opportunities for access to different locations and	All pupils/Young people and those of work experience		Class leads.	Sept 2016-Sept 2018	-work experience has been organised March 2017,

		community and work placements where appropriate. To develop our outdoor space to ensure that all pupils have access to resources that enhance their experiences	activities, as well as work experience. Increased opportunity for our most complex pupils to access the outside space.	age.				at Tesco, Tweedmouth Middle School Summer 2017, new outdoor swing and learning area developed. May 2018 work experience and internship at Marks and Spencer's organised. Offered work placement for previous pupil to complete their child care placement level 2. Redevelopment
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								of sensory garden to enable pupils to be hoisted out onto the ground, completed July 2017 Training staff from September 2018 in Forest Schools Summer 2019 community project with local village community garden space
Fostering good relations	Age	To improve understanding and challenge stereotyping between young and old.	Increase positive attitudes towards each other	All pupils/students and staff	Develop art projects related to life in the past, through	Class Leads	Jan 2014- Jan 2019	Summer 2019 garden project with local community. Art project

					inviting older residents in and through developing art work to express this. Develop project with local village community to develop their garden space.			with Norham art group summer 2019.
Fostering good relations	All	To promote good relations between people from different backgrounds	Improved understanding of Northumberland Community and the diversity within it. Increased positive attitude to people from different backgrounds. Improved understanding of the diversity	All pupils/students	To develop links with a school in Scotland and one in Ireland PHSE lessons relating to	Mrs Derries Senior management team	July 2016- July 2018 Sept 2015- Sept	September 2018 School Development Plan for understanding sexuality and transgender

			of relationships and families that exist in Northumberland		diversity. Staff training on diversity and equality regarding different families and relationships.		2016 Oct 2014	
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