



**MOSAIC**  
SCHOOLS LEARNING TRUST



## EQUALITY OBJECTIVES

Unicorn Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Staff Responsible:

Head Teacher

Date objectives set:

April 2025

Date of Next Review:

April 2028

## SUMMARY OF CHANGES

Date	
April 2025	New objectives set Review period three years.

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## 1. Aims

Unicorn Primary School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## 2. Legislation and Guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

## 3. Roles and Responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school and that they are reviewed and updated at least once every three years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher.

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to Governors.

#### **4. Eliminating Discrimination**

Unicorn Primary School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

#### **5. Advancing Equality of Opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

#### **6. Fostering Good Relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and faiths, ethnicities and cultures, through different aspects of our curriculum. This includes teaching in RE, Personal, Social, Health and Economic (PSHE) Education, but also learning in other curriculum subject areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.

#### **7. Equality Considerations in Decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## 8. Equality Objectives

**Equality Objective 1:** To improve the attainment, progress, and engagement of specific groups of children, including those with SEND, disadvantaged pupils, boys, pupils with EAL, and pupils of all ethnicities. For academic year 2025/2026 our key focus group, identified from most recent school data, is boys' attainment in reading and writing.

### Why we have chosen this objective:

This objective is chosen because it directly supports the school's commitment to ensuring equity and inclusion for all pupils. It focuses not only on improving academic outcomes but also on creating a school culture where diversity is celebrated, and every pupil is given the tools and opportunities they need to thrive.

By targeting specific groups, such as those with SEND, disadvantaged pupils, boys, EAL learners, and pupils from all ethnic backgrounds, the school ensures that no child is left behind and that each one receives the support they need to succeed.

### To achieve this objective, we plan to:

Track the attainment and progress of specific groups of learners regularly and adjust support strategies accordingly, as part of our ongoing cycle of monitoring pupil progress.

Provide tailored interventions and adapt teaching based on pupils' individual needs.

Provide professional development on inclusive teaching practices and supporting all learners.

Strengthen communication with parents to support learning at home, particularly for disadvantaged and EAL families.

Ensure the curriculum is accessible and relevant to all learners.

Involve pupils in feedback and decision-making to understand barriers and improve engagement.

### Review

**Equality Objective 2:** To ensure that all children develop a positive attitude towards difference and understand the importance of respecting the protected characteristics as stated in the Equality Act 2010.

**Why we have chosen this objective:**

To ensure that our school community understands that we live in a diverse country - one that recognises, celebrates and respects different views, faiths and cultures, and values that this diversity enriches our community.

To ensure that 'prejudiced based bullying' is not perpetrated or experienced within the school community and that our children take this ethos forward in their future lives, as part of our support for the British Value, mutual respect and tolerance.

**To achieve this objective, we plan to:**

Ensure staff confidence and understanding of the Equality Act and Protected Characteristics is increased and embedded through training, discussion and planning together.

Deliver targeted programmes through the PSHE curriculum and provide support for staff to ensure they have the necessary resources to implement this effectively.

Ensure that the broader curriculum teaches understanding and respect for the protected characteristics.

Promote spiritual, moral, social and cultural themes through assemblies, and provide time for reflection. This will include themes that celebrate achievements of people with protected characteristics but also recognises challenges and negativity experienced by some.

Use the restorative approach to incidents between children and others in order to promote and develop understanding and respect for others.

**Review**

**Equality Objective 3:** To ensure that the school reflects all groups, and that children feel represented and recognised within the school environment, curriculum, activities and through the visitors we welcome.

**Why we have chosen this objective:**

This objective supports the school's commitment to equality, inclusion, and the promotion of the British values.

In a diverse society, it is essential that all children see themselves reflected in their learning environment. When pupils feel represented and valued, it fosters a sense of belonging, boosts self-esteem and enhances engagement with learning. It also helps to prepare children for life in modern Britain by encouraging empathy, broadening perspectives and challenging stereotypes.

**To achieve this objective, we plan to:**

Regularly audit and review books, displays, significant people studied in our curriculum (their achievements and challenges faced), topics, visitors, resources, etc. to ensure they are diverse and reflective of the school community and beyond.

Ensure consistency throughout the school and curriculum.

Provide opportunities for children to share their identities and experiences through class and school activities. Involve families and community members in school life to share traditions, stories, experiences and expertise.

Raise the profile of, and promote across the school, the active engagement and selection of all groups of learners in school activities and roles. Regularly monitor and promote amongst staff.

**Review**

## **9. Monitoring Arrangements**

The Head Teacher and Senior Leadership Team will review and update the equality information we publish at least every year. This document will be reviewed by Local Governing Body at least every 3 years.

## **10. Links with Other Policies**

This document links to the following policies:

- Accessibility Plan
- SEND Policy
- Behaviour and Relationships Policy
- Anti-bullying Policy
- RSE Policy