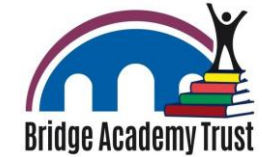




MILDMAY PRIMARY SCHOOL

EQUALITY OBJECTIVES 2024-28



The Public Sector Equality Duty came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities like the schools are now required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010. (See a-c in 'Objectives' in the table below)

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, named on , to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

Objectives:	Strategies/Actions:	Target Groups(s)	Responsible Staff	Monitoring	Evidence of Compliance Milestones/Progress
(a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;	Implement robust delivery of British Values through PSHE, PSED (EYFS), Votes for Schools and wider curriculum to promote mutual respect and tolerance for those with different faiths or beliefs.	All Pupils Reception to Y6	All Teaching Staff Curriculum Lead EYFS Lead	Termly curriculum overview	RE curriculum moved to NATRE approved content to improve accessibility for teachers and pupils Sept 2025 Annual EYFS Curriculum Planning documentation short, mid and long-term Annual Update Development of Community Assembly programme Sept 2025 Implementation of Anti-Racism Strategy and all staff training from "Show Racism the Red Card" Jan 2026
(b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	Develop increasingly integrated and 'Deaf Inclusive' curriculum offer to all pupils on roll at Mildmay Primary; promoting equality of opportunity for deaf pupils and non-deaf pupils, staff and the wider deaf community	All Pupils All Staff	Head of RBDC TODs	Via annual School Improvement review (BAT)	RBDC development plan implemented by Head of RBDC, DPE and HT Sept 2024 Mildmay BSL curriculum devised and implemented for all children in all years Sept 2025 (development of phases 4-6 ongoing) Oracy Strategy enhanced to include BSL signing for inclusive engagement Feb 2026 VpBH pilot undertaken in 1x Reception class Sept 2024 , rolled out to Reception cohort Sept 2025 (Currently adding to Year 1)
(c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Promote positive relationships between peers, between pupils and adults and between staff and parents through the consistent application of school wide strategies (eg. Simple 6, Zones of Regulation, restorative conversation, Circle of friends, Change for life, etc.)	All school stakeholders	SLT	Parental Feedback, Pupil Voice and Staff Forum	Implementation of Anti-Racism Strategy and all staff training from "Show Racism the Red Card" Jan 2026 Revised pupil code of Conduct (home/school agreement, Behaviour Support, etc) Sept 2025 Tiered approach to Pastoral intervention (Universal, Targeted, Specialist) under development and due for launch Jan 2027