

Links to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target group(s): e.g. whole school, girls, boys, SEN, staff, etc	Action	Who's responsible?	Dates from and to
All aims of duty	All protected characteristics	To ensure that the curriculum, texts within school and educational visits expose children to our diverse society.	To further promote spiritual, moral, social and cultural development through all appropriate curriculum opportunities.	All pupils	Review the book spine in school to ensure that it is reflective of a range of cultures and diverse characters. Review the curriculum to ensure that pupils meet a diverse range of artists/historians etc	SLT Subject Leaders	Ongoing
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	Minority, marginalised and vulnerable pupils/students	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school. Set up group of pupils/students to develop actions which better involve the target group	Pastoral lead and school Council Lead	Ongoing
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/ Race/Gender identity/ Disability/ Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students feel safer as reported in safer schools survey as feel incidents will be dealt with. Increased staff confidence	Whole school and specifically BME/LBGTU/SEND pupils/students or those from a Faith background	To review and update existing policies and practice relating to bullying. Access staff training Ensure continuing professional	SLT Anti-bullying lead	Staff attend Anti-Bullying Training and update when necessary