



Equality Act 2010

Our Equality Objectives

2025-2029

For further information or if you need this document in large print, audio, Braille, alternative format or a different language please contact Mrs J. Lawman on 01787 475699

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Introduction

1. The All Saints Academy Trust (ASAT) has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our four equality objectives for 25-29 – Dependent upon TIP changes.
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and Trustees, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay ‘due regard’ to the following when exercising public functions:
 - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity for people with protected characteristics;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. The Act also requires schools to:
 - Publish equality objectives that are proportionate, specific and measurable
 - Report annually on progress
 - Publish a school accessibility plan.

St. Andrew’s and Feering’s population & our school communities

The diverse population of our school (May 2025)

7. Our school communities have their own unique make up:

St. Andrew’s
54% Boys 46% Girls
95% Identify as White British

Feering
54% Boys 46% Girls
90% Identify as White British

Issues that our objectives take into account

8. Our equality objectives address the following issues:
- Like many areas of the country, Essex saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
 - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school.
 - Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

Our equality objectives for 2025-2029

9. Our four objectives are:
1. To promote the preciousness of each individual and support our community in appreciating difference inclusive of being committed to our Living Well Together curriculum and our Trust Diversity Project.
 2. To ensure our curriculum is accessible for all learners and reasonable adjustments does not mean children are not challenged through the high expectations staff have for them.
 3. To ensure protected characteristics are just that, and decisions made reflect this commitment.
 4. To promote pupil voice and encourage our children to express their opinions and appreciate that others may have different views.
10. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

11. Our Trust Board is responsible for monitoring delivery of our objectives.
12. The date of the next formal review of these objectives is May 2029

Further information

13. For further information please contact
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Our Equality Objectives for 2025-2029

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To promote the preciousness of each individual and support our community in appreciating difference.	LWT Curriculum introduced in September 2023 (see overview)	On-going	Minimal / reducing racist incidents recorded during the life of the plan.	SLT
	Curriculum review with equality act in mind and adaptation to include opportunities for supporting out aim e.g. - – Mai Jameson to be added to Flight Topic	On-going	Historical figures - more diverse group including a wider range of groups represented.	SLT – Review via Independent/Diocesan Adviser
	No Outsiders materials used for collective worship	On-going	When questioned children understand difference is to be appreciated, embraced and respected.	SLT
	Development of Diversity Project and collaboration with Birmingham/Kenyan Schools Y1-6 – from Sept 24	On-going		

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure our curriculum is accessible for all learners and reasonable adjustments does not mean children are not challenged through the high expectations staff have for them.	Ensure staff are supported by the school SENCo with regular dedicated One Plan/ My Plan workshop time. Regular drop-ins facilitated by the Trust SENCo to offer advice for support staff. SENCo works closely with professionals to this aim. One to One staff meet with SENCo to aid the facilitation of their role. Staff training on SEN provision – On-going e.g. – Use of manipulatives/pictorial representation/abstract (number spaces).	Termly SM slot – Ongoing Weekly Termly meeting Ed psych/ Inclusion Partner Termly On-going	Staff produce effective one planning for pupils in their care. Children on the SEN register make pleasing progress relative to starting points and report they are both challenged and supported. Ofsted/SIAMS reviews on SEN/Inclusion	SENCo/SLT
To ensure protected characteristics are just that, and decisions made reflect this commitment.	Ensure that all recruitment follows a fair and equitable process that is recorded. No Outsiders materials used for collective worship	Ongoing	Recruitment processes are fair and equitable for all.	HT/DHT/ Trustees

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	Development and running 2-year trial of Living Well Together Curriculum.	Sept 23 introduction – Yearly review	Children feel comfortable to be who they are and this is expressed – questionnaire bi-annual	SLT
To promote pupil voice and encourage our children to express their opinions and appreciate that others may have different views.	Philosophy for Children – NZ model, as part of LWT. **Use of DIALLS in conjunction with Homerton College, Cambridge as part of LWT. **Mighty Oaks programme of Public Speaking Y1-6. Train staff to deliver NELI/ Wellcomm Interventions following assessment Anti-Racism Unit of LWT	2023 – share with staff during staff meeting – refresher of quadrant and planning for new staff. New materials added by BG On-going On-going Re- assessment each September – ongoing – Sarah Bell Sept 24 Finalised Summer 24. BG to write plans for Y1-3	Children have a sense of self-belief and growing confidence and resilience despite the impact of the pandemic. Children realise that to respect themselves and others is the primary learning behaviour encouraged. Children, as they leave for secondary school are prepared for life in modern Britain and a voice to challenge injustice.	SLT- All Staff

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	No Outsiders materials as part of LW curriculum	Ongoing	Minimal/reducing incidents recorded during the life of the plan	

ⁱ The characteristics protected under the Act are:

- age
- disability
- marriage and civil partnership
- pregnancy and maternity
- ethnicity
- religion or belief
- socio-economic background
- sex
- gender and gender identity
- gender reassignment and
- sexual orientation
- any other protected characteristics.