# NEW SEAHAM ACADEMY EQUALITY OBJECTIVES

**Equality Information and Equality Objectives for New Seaham Academy**
**Equality Act 2010**

New Seaham Academy's provision of the public sector equality duty
Date: September 2026

At New Seaham Academy we are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances. We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.

✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:
• Disability
• Gender reassignment
• Pregnancy and maternity
• Race
• Religion or belief
• Sex
• Sexual orientation
• Age (only applicable to staff, not pupils)
• Marriage and Civil Partnerships (only applicable to staff, not pupils)
Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have due regard to advancing equality of opportunity including making serious consideration of the need to:

• remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
• take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it;
• encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

Schools have a legal requirement to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty. In setting our objectives the school will:

- **Set objectives that are appropriate to our size and circumstances.**
- **Set objectives that address the most pressing issues facing the protected groups, that fit the school's needs and are achievable in an appropriate timescale.**
- **Align the objectives with the normal planning of the school, including self evaluation and the school development plan.**

The objectives will be published on the school's website.

**Evaluation and Moderation of the Equality Objectives**
**Reviewed September 2026**

The Board of Trustees will ensure the school's objectives are published every four years. The next publishing date is Oct 2028

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Our school's equality objectives for 2024 to 2028 are:

- To continue to educate all about discrimination and prejudice and ensure a harmonious environment is maintained - including training for staff and governors regarding equality and diversity
- Continue to ensure all pupils regardless of gender, ethnicity, disability, religious beliefs/faith tradition, age or any other of the protected characteristics to achieve the highest possible standards in their learning and make good progress
- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school
- To continue to employ staff on their ability to perform the designated role effectively.