



Policy Title	Public Sector Equality Document (PSED) and objectives Policy 2026 (update on progress on meeting objectives-2026)
Legal Requirement	Yes, plus annual report on objectives and progress
Review Cycle	Annual
Lead Personnel/Committee	Headteacher / Equality Governor/ Chair of Governors/Governing Body
Summary of Changes	Reported on and published annually to governors and parents (links to separate document on the school website – Equality Information) (Previously updated – Jan 2015 then annually in the Spring term) Full review of objectives: March 2018 March 2021 May 2025 (update of equality objectives) <i>Objectives- wording refined-Sept 2025</i> Update on progress towards objectives 2026
Date Approved by Governing Body	20.5.2026 22.5.2025 09.2025
Signed: Chair Mrs S. Love	Co-Headteacher: Mrs. H. Lamb Mrs. L. Beston
Next Annual Report on Objectives	Spring 2027

Public Sector Equality Duty **Objectives update 2026**

As part of our Equality Duty as a school we are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually.
We plan to do this by publishing on the school's website -trimley.net

The Equality Act 2010 provides protection from discrimination. It consolidates and replaces previous equality laws and confirms and extends certain types of unlawful discriminatory behaviour based on aspects of a person's identity known as 'protected characteristics'

(Protected characteristic is used as a convenient term to refer to the categories to which the law applies. – There are 9 protected categories, disability, race, religion, sex, sexual orientation, age, gender re-assignment, marriage & civil partnership, pregnancy & maternity.)

The Act covers all aspects of school life in relation to pupils, members of staff and all other stakeholders.

(Please refer to our Equality Information and Objectives Policy with an Action Plan which sets out how we as a school meet our obligations This single policy replaces separate policies the school had on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010)

Trimley St. Mary Primary School welcomes its responsibilities under recent legislation to promote equality of opportunity and outcomes for different groups of people. We are committed to ensuring equality of education and opportunity for all our pupils, their parents/carers, staff and for all those receiving services from the school, irrespective of their gender, disability, ethnic background, or other characteristics. We believe that diversity is a strength for our school We will work pro-actively to address inequality and foster positive attitudes to diversity so that all those who learn, teach, and visit here are respected and valued.

The equality duty supports good education and improves pupil outcomes. It helps us as a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring us to collate evidence, look at the issues and consider taking action to improve the experience of different groups of pupils. It then helps us to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

The Equality Act 2010 places general duties/aims on schools to: -

1. Eliminate discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics; between people who share a protected characteristic and people who do not share.

There are specific duties for schools:

(Specific Duties and Public Authorities) Regulations 2017.

1. To collect, analyse and publish information about progress towards meeting the three general duties above.

2. To publish specific and measurable objectives Towards meeting the three aims.

Publishing and reporting annually thereafter on the Progress towards meeting these aims.

The process must be repeated within at least four years.

School Profile 2026

Total Number of children on school roll	Number that are girls	Children that qualify for free school meals	Children on Special Educational Needs register	Children with An Educational Health Care Plan	Pupils on roll by ethnic group	Children with English as an additional language
387	49.6%	20.4%	22.7%	3.9%	White British 93% Any other White Background 2.1% White and Black Caribbean 1.6% White and Black African 1% Any other Mixed Background >1% Any other Black Background >1% Black African (>1%) Traveller of Irish Heritage >1% REFU >1%	0.8%

Gender reassignment	Sexual Orientation	Religion
<i>(Includes those pupils questioning their gender identity, trans, non-binary or gender non-conforming) (Data in this category may be sensitive and in some, cases unknown))</i>	<i>(Data in this category may be sensitive and, in some cases, unknown).</i>	64.5% No religion 16% Christian 19% Did not respond. 0.5% Anglican/Church of England

Staff- with a staff of less than 150 employees there is no need to publish equality data-the school has a mix of female and male staff from varying age groups. Employment descriptions include full time, part time, job share, maternity leave/cover.

Equality Objectives 2025

After a full review our Objectives for 2025:

Objective 1

To ensure that those with Special Educational Needs (SEND) and those with protected characteristics, make academic progress in line with National Data

To achieve this objective, we plan to: Lowest 20% of pupils identified and provision explicitly set out to increase attainment. Introduce rigorous assessment tracking for those pupils on SEND register Ensure all children have bespoke targets linked to their individual need, which are reviewed regularly

Progress towards this objective March 2026- There has been an increase in those identified as having a SEND need, plus an increase in number of EHCP successfully applied for (with more pending). A universal offer has been drawn up to ensure high quality, inclusive teaching, with equitable access and support. This document outlines what can be expected in all classrooms for all children, alongside "a targeted support offer", which may have strategies that can be used to enhance provision with additional or specialist support and intervention. Staff training currently taking place and full roll out of Universal Offer at Trimley will commence in September 2026.

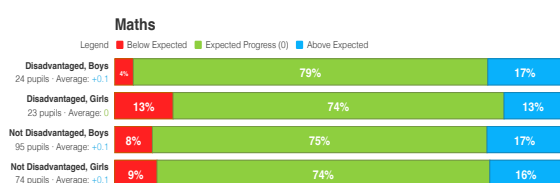
Objective 2

Boost confidence in mathematical ability, particularly disadvantaged girls, with an increased percentage making expected progress and a greater number achieving greater depth.

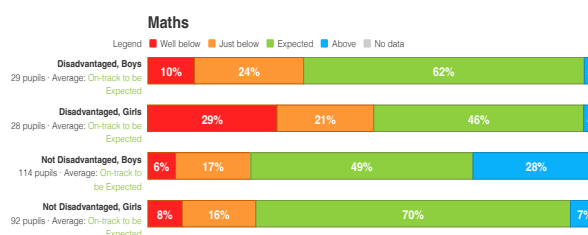
To achieve this objective, we plan to: Embed Mastery in maths across the school and for all staff to undertake training, guided by subject leaders

Progress towards this objective March 2026- a recent study of data across the school, demonstrates that as maths mastery continues to be embedded across the school, girls are gaining more confidence. The following charts show the progress made by all children across the school, from 2024, second chart shows current attainment/Spring 2026.

24/03/2026, 10:29 Insight - Progress Overview
Progress Overview for All Pupils (from 2024-2025) – 2024-2025 Summer 2 to 2025-2026 Spring 2 Main Assessment



24/03/2026, 10:30 Insight - Attainment Overview
Attainment Overview for All Pupils (from 2024-2025) - 2025-2026 Spring 2 - Main Assessment



Objective 3

To enhance pupil voice and student leadership, particularly regarding protected characteristics i.e. diversity

To achieve this objective, we plan to: Set up a pupil led School Diversity group who meeting regularly, setting the agenda and communicating to their peers. Through the curriculum and themed assembly programme, throughout their time at Trimley St. Mary Primary, children learn that they are unique, they will acquire an age-appropriate knowledge of those with protected characteristics and learn to accept difference.

Progress towards this objective March 2026-

through our themed assemblies and cross-curricular topics, children have had the opportunity to hear about other global cultures and religions. Learning about festivals that are important to different faiths.

Through the Personal, Social, Health Education (PSHE) programme children are taught the importance of respect and kindness to others and what it is to be a responsible citizen. As well as topics such as: - friendship, anti-bullying, the importance of looking after their own well-being and helping each other, ensuring our school community is safe and happy. Children in year six take on the responsibility of House Captains and Vice Captains, using this role to support others around the school, responsible for collecting and collating house points across the school-part of Friday celebration assembly.

Equality permeates all school activities, and this equality update should be read in conjunction with: -

Equality Information Policy (plus action plan),

Accessibility Plan,

Special Educational Needs (SENs) Policy,

School Curriculum,

Behaviour Policy.

These policies ensure all those in our school community are able to access all that school has to offer.

They are available to view on the school website trimley.net

If you require any school policies or newsletters in a different format, please contact the school office.