

Brookside Primary School

Our Equality Objectives



The Governing Body of Brookside Primary School have agreed to this statement of intent outlining plans to increase access to education and the school environment for all pupils. We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.
- Increasing the extent to which pupils with disabilities can participate in school.
- Creating an environment to allow pupils with disabilities to take advantage of education and associated services.
- Improving communication and the delivery of information to all pupils and staff with disabilities.

We will focus on a number of key objectives that will help us to meet the three aims of the equality act 2010.

Equality Objectives 2024-2028

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. They focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Our equality objectives are:

- To promote understanding of identity, diversity, community and equality by participating in the national school linking programme.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To provide training for all staff and governors on equality and diversity.
- To embed Adaptive Teaching in every class in order to meet the needs of all pupils in the class.

In line with legislation, the objectives will be republished formally, at least every 4 years.

Aim	Which Group(s) with protected characteristics will this benefit	Action to be taken	Time scale	Resources	Impact
<ul style="list-style-type: none"> To promote understanding of identity, diversity, community and equality by participating in the national school linking programme. 	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment	Visits to partner/ link school. Visits together with partner school in a community that differs culturally to our own.	Ongoing	Time for meetings with partner /link school staff. Money for linking project registration.	Pupils will have greater understanding for difference and of being part of a multi faith society.
<ul style="list-style-type: none"> To promote cultural development and understanding through a rich range of experience, both in and beyond the school. 	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment	Visits to include places of Worship, larger towns and cities. Visitors organised for assemblies to share different faiths and cultures. Faith Day with each class celebrating a different faith and sharing their experiences Support from the Ethnic Diversity Service from the school's appointed EDS teacher. Assemblies at the start of each year that focus on the 'protected characteristics' from the Equality Act 2010. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.	September 2024 – ongoing	Staff meeting time. Day in Autumn term. EDS shared resources. Assembly resources. Cost of resources and transport.	Pupil will have a wider experience of a divergent society. Children understand that they are part of a multi faith society and learn the values of other religions.
<ul style="list-style-type: none"> To provide training for all staff and governors on equality and diversity. 	Disability, Gender, Race, Religion or belief, sexual orientation.	Provide specific INSET to staff on Anti-Racism. Work with outside charities and agencies to deliver training for staff and workshops for children on Anti-Racism. All curriculum subjects to make reference to SMSC and British Values. Ongoing termly assemblies addressing issues of inequality around gender. Celebrating Pride month in February.	Anti-Racism Training. Curriculum planning in INSET with reference to Equality and Diversity.	Time for meetings. Subject Leaders to ensure reference is made to Equality and Diversity in their Medium Term Plans.	All staff and governors aware of legislation and responsibilities of all stakeholders.

<ul style="list-style-type: none"> To embed Adaptive Teaching in every class in order meet the needs of al pupils in the class. 	Disability. Gender.	Training and regular INSET on Adaptive teaching. SLT to have an Action Plan for adaptive teaching. EEF resources to be used to support teachers. EEF strategies for making the best use of Tas in classes. Monitoring books as a whole staff for adaptive strategies. Evidence of adaptive methods in lesson observations and in performance management meetings.	From 2023 - 2028	Continued INSET and support from the Inclusion Service. EEF resources. SLT training with LA. Staff meeting time. Monitoring books and lesson observations. by SLT	Lessons to be accessible for all SEND pupils. School develops a bank of adaptive strategies shared for good practice. Lesson observations highlight good examples of adaptive methods.
<ul style="list-style-type: none"> Improved access to technology for pupils with SEND, particularly pupils with Visual Impairment. 	Disability	iPads and tablets to be easily accessed by VI and HI pupils. Staff training with Apps that are used for VI and HI pupils. Class Interactive Whiteboards to be updated to be more accessible.	By 2028	New IWB. A range of tablets accessible for pupils with VI and HI.	Improved attainment for our VI and HI pupils.
<ul style="list-style-type: none"> All staff and pupils to continue to develop their use of Makaton 	Disability	Use Sing and Sign resources for whole school singing. All classes to use common signs displayed in class.	Ongoing from 2023	Ongoing training for LSA, and updates for all staff.	Improved communication for SEND pupils with their teachers and peers.

