



## Broadfield Primary School Public Equality Duty Policy

<b>Approved Date</b> 01/02/2018
<b>Approved By</b> Full Governing Body
<b>Review Date</b> : March 2021

The Public Sector Equality Duty has 3 aims under the general duty for Schools and Academies

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Broadfield School has considered how well we currently achieve these aims with regard to the eight protected equality groups : race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation.

In compiling this equality information we have :

Identified evidence already in the setting of equality within policies and practice and identified gaps

Examined how our setting engages with the protected groups, identifying practice could be improved



Protected Characteristics	Aims of the General Duty		
	<i>What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?</i>	<i>How do we advance equality of opportunity between people who share a protected characteristic and those who do not?</i>	<i>How do we foster good relations between people who share a protected characteristic and those who do not?</i>
General	<p>All staff will receive training on the Public Sector Equality Act at the Broadfield Business Meetings. This will be reviewed on 22/11/2017</p> <p>This document was reviewed internally October 2017 and will be agreed at the Governing Body on 1<sup>st</sup> February 2018</p> <p>The School Induction Package has been updated to include information on the protected characteristic and the Public Equality Duty overall</p> <p>The School British Values Policy is taught in school and is available on the school website</p>	<p>Attainment data is monitored and shared with staff and the Governing Body. Attainment is monitored by sex and ethnicity and any gaps in progress are scrutinised – with measures put in place to close the gaps</p>	<p>We hold a range of social activities for all staff and for parents such as our Summer BBQ which is well attended.</p> <p>We are members of the Broadfield Community Group where we discuss local matters and work to build bridges between all residents of the area</p> <p>We hold regular business meetings and unit meetings and operate an open and transparent attitude, in line with the school ethos</p>
Race	<p>Anti-Bullying Policy (published on school website)</p> <p>Behaviour Policy (published on the school website)</p> <p>We have signed up to Oldham Council Pay Policy and Recruitment Policy</p> <p>Headteachers report to the Governing Body includes incident monitoring.</p>	<p>School Ethos , school handbook</p> <p>School displays.</p> <p>PSHE lessons</p> <p>Regular assemblies</p>	<p>School Ethos , school handbook</p> <p>School displays.</p> <p>PSHE lessons</p> <p>Regular assemblies</p> <p>Governing Body.</p>

Disability	DDA Policy. Accommodate pupils with a range of educational needs  School Accessibility Policy (on website)	Accessibility to all curriculum areas. Aspirational Individual Learning Plans	All pupils taught alongside each other  School trips are accessible to all
Sex	Inclusive Curriculum. Girls and Boys both represented on School teams at competitive level.  Recruitment Process designed to eliminate discrimination of candidates based on protected characteristics	Monitor and deliver teaching strategies around improving attainment	School Ethos , school handbook  School displays.  PSHE lessons  Regular assemblies
Gender Reassignment	Anti-Bullying Policy  School Ethos	School Ethos	
Pregnancy and maternity	Pregnancy and Maternity Policy,	School Ethos	
Age	Diverse age range of staff  Recruitment Process designed to eliminate discrimination of candidates based on protected characteristics	Accessibility to all curriculum areas.	School Ethos , school handbook  School displays.  PSHE lessons  Regular assemblies
Religion and Belief	Anti-Bullying Policy (published on school website)  Behaviour Policy (published on the school website)  We have signed up to Oldham Council Pay Policy and Recruitment Policy  Headteacher's report to the Governing Body includes incident monitoring.	We hold workshops for parents to alleviate any concerns over residential trips  We have staff from a range of religious and ethnic backgrounds who can discuss individuals matters with parents	School Ethos , school handbook  School displays.  PSHE lessons  Regular assemblies  School calendar is built around the needs of the local community wherever possible

	Curriculum covers a wide range of religions, customs and beliefs		
Sexual Orientation	Anti-Bullying Policy and School Ethos	School Ethos	Parents Forum

## OBJECTIVE 1

**Broadfield Primary School Equality Objective 'To increase the number of Asian Pakistani girls who are taking part on extra-curricular sports clubs'**

### Why we have chosen this objective:

We have a very rich and varied number of extra-curricular activities for sports at Broadfield, but Asian Pakistani girls are underrepresented in the attendance registers.

### To achieve this objective we plan to:

We plan to identify the reasons that this group are not attending extra-curricular sports activities by speaking to our pupils and staff. We will then listen to their views and put in place steps to make sports more appealing to this group.

### Progress we are making towards achieving this objective:

Our learning mentor has met with several girls and discussed their feelings around sports clubs. Feedback was that they felt shy / or unwilling to participate in activities which were very descriptive in their nature – such as 'Monday football club' as they were unsure of their own skills. They also voiced that they would feel more comfortable in participating if there was a time and space for just girls to take part.

We have now set up a regular 'girls can' group which is just for girls – and the girls themselves decide each week what activities they would like to take part in – in a more informal and 'taster' environment.

Feedback so far has been positive and we plan to continue with the activities.

## OBJECTIVE 2



**Broadfield Primary School Equality Objective 'To actively encourage children with protected characteristics to take part in sports activities – at lunch time and after school'**

**Why we have chosen this objective:**

We have a very rich and varied number of extra-curricular activities for sports at Broadfield, and we want to ensure that are Looked After Children and our SEN children are actively included in these activities to promote inclusion and best provision for all

**To achieve this objective we plan to:**

We have recently taken on additional sports apprentices to increase the support available for children at lunch times and during after school activities

**Progress we are making towards achieving this objective:**

We are monitoring the number of children with Statements, SEN requirements and Looked after children to see what activities they are taking part in. We are actively targeting selected children to participate through making additional staff available to support their needs. There are a range of activities available catering for the needs of all pupils