



Broadfield Primary School Public Equality Policy and objectives

Broadfield Primary School Values and Visions

Whilst at Broadfield we will work hard to demonstrate the values of:

Belief

Respect

Our community

Aspiration

Diversity

Friendship

Inclusion

Equality

Learning

Determination

In line with our mission statement:

Together we can achieve

Aims

Broadfield aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it

- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Roles and responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents and that the objectives are reviewed and updated at least every 4 years or before in response to changes in legislation
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

Eliminating discrimination

Broadfield is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

All staff will receive information about the Equality Act.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Ensuring that the curriculum includes opportunities for all pupils to understand and celebrate diversity and difference
- Ensuring that visual displays and multi-media resources reflect the diversity of the school community
- Ensuring that the Governing Body is representative of the community it serves

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement in the school improvement plan
- Monitor bullying and hate incidents, particularly involving groups with a protected characteristic

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality Objectives 2022-2025

Objective 1: To increase the participation of our Eastern European families at all school events

Why we have chosen this objective:

We have chosen this objective because of lack of representation of Eastern European families and children at school events and after school clubs

To achieve this objective we plan to:

Sign post parents to events in school e.g. Place2Be activities, parent ambassadors

Use of questionnaire to identify potential barriers/requests and provision adapted

Audit of clubs on offer and club participation

Review pupil groupings in class

Progress we are making towards achieving this objective:

Objective 2 Raise aspirations for pupils from all socio-economic backgrounds to access key roles and responsibilities in school

Why we have chosen this objective:

To advance equality of opportunity between different groups in school

To achieve this objective we plan to:

- Encourage all groups of pupils to participate in school life and make a positive contribution, e.g. class assemblies and the school council
- Identify and encourage individual children who may need support to apply for key roles in school

Progress we are making towards achieving this objective: