

Broadbent Fold Primary School and Nursery



Equality Objectives Set September 2023

The following objectives are best suited to our school and the welfare of our pupils and the school community. These objectives are used as a tool to improve the school experience for a range of different pupils. The aim is to help eliminate discrimination, increase opportunities for all and foster good relations. The school has agreed the following equality objectives:

- 1. Objective:** Actively close gaps in attainment and achievement between all groups of pupils. To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- 2. Objective:** To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- 3. Objective:** To strengthen pupil's mental health and wellbeing and ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.
- 4. Objective:** To promote cultural development and understanding through a rich range of experience, both in and beyond the school.

How the school develops its objectives:

The school's current equality objectives represent the school's priorities and are the outcome of a careful review and analysis of data and other information. They also take into account national and local priorities and issues. In particular:

- The objectives are based on consultation conducted with staff, children, governors and parents and evidence collected and published;
- The objectives are specific and measurable – they meet the school's needs and are achievable;
- The objectives are integrated into the school improvement plan;
- The school will publish its objectives on the school website;
- The school will report annually to the Governing Body on progress towards achieving the objectives;
- Evidence will be published on the school website of the steps being taken and the progress meeting these objectives;
- Evidence of steps taken and progress made towards meeting past objectives will also be published;
- The objectives will be reviewed annually and will be updated at least every four years.

School plan of how the objectives will be met –

Equality Objective	Reason for objective. Key issues for the school. How the objective will be implemented and who will have the responsibility for monitoring the progress of the objective?	Progress / Measuring Success Date of review:
<p>Actively close gaps in attainment and achievement between all groups of pupils. To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</p>	<ul style="list-style-type: none"> - HT/DHT – responsible for monitoring. - Interventions to be reviewed continuously and implemented to diminish the gap between their peers (locally and nationally). SEND team. - CPD raise awareness and understanding for staff and pupils of barriers for those who come from ethnic minority, LGBTQ+, disability, religions or nationalities and the gifts which these characteristics bring to our school community. 	
<p>To ensure the school environment is accessible as possible to all pupils, staff and visitors.</p>	<ul style="list-style-type: none"> - To continuously review outdoor grounds and accessibility. SM / SLT - Review policy for SEND / accessibility. SENDCo - Review 5-year plan for improvement of grounds. HT / SBM - Review classroom access and equipment. SLT / SM / SENCo - Improve areas of concern. HT - To continue to promote a tolerant and inclusive school community where all feel safe and valued. 	
<p>To strengthen pupil’s mental health and wellbeing and ensure the school actively promotes and prioritises raising</p>	<ul style="list-style-type: none"> -Attendance Officer to review vulnerable groups termly. - To review levels of parental and pupil engagement in learning and school life, across all activities to 	

<p>awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.</p>	<p>ensure equity and fairness in access and engagement.</p> <ul style="list-style-type: none"> - PSHE curriculum scheme to be strengthened. - Ensure SRE curriculum needs are being met. HT. - Mindful yoga to target vulnerable pupils. Coach. - Time to talk breaks for pupils. Teachers. - Steering groups to support pupil voice. Teachers. - Active bodies / sport to be thoroughly incorporated every day e.g. walking / running / team games. PE Leader. - Wellbeing Wednesday. - Wellbeing Walks. - P4C opportunities. To avoid potential prejudice and increase understanding and practice of equality through direct teaching in all areas of the curriculum and behaviour modelling. 	
<p>4. To promote cultural development and understanding through a rich range of experience, both in and beyond the school.</p>	<ul style="list-style-type: none"> -Continue with range of experiences – impact. DHT / HT. - Review of curriculum - Long term plans and texts reflect cultural diversity. DHT / Teachers. - Encourage visitors to share experiences. HT. - Celebrate national and international events e.g. Black History. SLT. - Raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and lessen the chances of the word ‘Gay’ being used negatively. 	

	- Celebrating diversity events together.	
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