



Equality Objectives 2023 – 2025

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010). Broadheath Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

Eliminate discrimination, harassment and victimisation.

Promote equality of access and opportunity within our school and within our wider community.

Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at Broadheath Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) under the Equality Act (2010).

Equality Objectives

At Broadheath Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, sexuality, mental health, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:-

Equality Objective 1. To promote diversity and race equality across all aspects of school life.	
Outcomes	Measured by
Raise awareness of diversity and race equality. Children are aware of positive role models. The curriculum reflects a rich diversity of races and cultures. Racist bullying is rare and all pupils feel safe and valued in school.	Pupil voice Curriculum maps and pupil experiences CPOMS entries
Activity	Lead Officer
Pupil voice activities to gain insight into pupil understanding of equality and diversity.	KL/JD
Staff training – Equality and Diversity - Motivational speaker	KL
Curriculum - Staff meetings devoted to curriculum design to ensure that all topics recognise and celebrate different cultures. Curriculum maps developed in line with this. Creative activities to positively raise the profile of diversity. Language of the term embedded across all year groups.	KL All staff EAL leads

Improved pupil understanding and knowledge of the impact of black and Asian role models across the curriculum. Parents invited into school to share their experiences and culture with classes.	
Racist language identified and acted upon thoroughly. Midday staff training. Racism discussed as part of the PSHE curriculum.	All staff

Equality Objective 2. To ensure that emotional wellbeing of our children and staff is an intrinsic part of the education offered at Broadheath, allowing all to achieve across the curriculum.	
Outcomes	Measured by
<p>Pupils with social and emotional difficulties make progress in line with national levels and gap between them and their peers is reduced. These children are effectively catered for in all lessons and at different parts of the day. Children are able to access all aspects of their learning due to a healthier social and emotional mind set.</p>	<p>Data Tracking Lesson observations ELSA progress data Reduced behaviour incidents recorded on CPOMS Pupil/Staff voice Parent voice</p>
Activity	Lead Officer
<p>Identify children and follow the referral pathway to ensure barriers are quickly addressed to avoid any further difficulties.</p> <p>Range of barriers are identified and dealt with.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Loss and bereavement <input type="checkbox"/> Self-esteem <input type="checkbox"/> Social skills <input type="checkbox"/> Emotions <input type="checkbox"/> Friendship issues <input type="checkbox"/> Relationships <input type="checkbox"/> Anger Management <input type="checkbox"/> Behaviour <input type="checkbox"/> Anxiety <input type="checkbox"/> Bullying <p>Appropriate intervention provision is in place to address children's emotional well-being.</p> <p>Resources and programmes in place to support targeted work.</p> <p>Staff to attend relevant CPD to develop their understanding and knowledge around mental health.</p>	<p>All staff</p> <p>SENCO Pastoral Lead</p>
Curriculum – the curriculum across all key stages supports all children in developing skills and understanding in self-help and self-care. Resources and programmes in place to support well-being within the general curriculum.	All staff
Staff welfare – staff training to support well-being Peer supervision to take place regularly. Staff understanding of self-help techniques.	All staff

Equality Objective 3.

To ensure that pupils from disadvantaged backgrounds have an equal chance of making good or better progress from starting points by focused quality first teaching and targeted intervention

Outcomes	Measured by
Pupil Premium pupils are catered for in lessons through teacher focus and targeted lesson intervention. Pupils to have made good progress from starting points and accelerated where necessary to make progress at least in line with national expectations	Termly pupil progress meetings. Book scrutiny, pupil interviews. Pupil outcomes
Activity	Lead Officer
Identify the barriers to learning for all disadvantaged pupils.	JD All staff
Ensure pupil premium funding is deployed effectively to raise pupil's outcomes – staffing, intervention, relevant IT facilities etc	JD All staff
Effective work with external agencies including health to ensure that provision is centred around the child and families effectively to meet their needs.	JD All staff
Opportunity provided for disadvantaged pupils to take part in wider experiences to enrich their cultural capital.	JD All staff