



Equality Objectives September 2025 – September 2028

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/JD
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

Learning to support mental health offered to all pupils. Resources and programmes in place to support well-being within the general curriculum.	
Staff welfare – staff training to support well-being Peer supervision to take place regularly. Staff understanding of self-help techniques. Well-being team established and proactive in support staff mental health. Well-being Governor identified and proactive in supporting the school and Well-being lead SENDCO to complete Mental Health Champion training and to lead Well-being Lead.	All staff Well-being team CB

Equality Objective 3. To ensure that disadvantaged pupils have an equal chance of making good or better progress from starting points by focused quality first teaching, targeted intervention and relevant enrichment opportunities.	
Outcomes	Measured by
Disadvantaged pupils are catered for in lessons through teacher focus and targeted lesson intervention. Pupils to have made at least 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.	KL/JD All staff
Ensure access for disadvantaged pupils to quality, targeted intervention delivered at the point of need.	KL/CB
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.	KL/CB All staff
Opportunity provided for disadvantaged pupils to take part in wider experiences to enrich their cultural capital.	JD All staff
Pupil voice	KL/JD
Disadvantaged pupils to be mentored by their teacher and feel heard.	All staff