

Brookside Primary School

Our Equality Objectives



We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will focus on a number of key objectives that will help us to meet the three aims of the equality act 2010.

Equality Objectives 2020-2024

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Our equality objectives are:

- To promote understanding of identity, diversity, community and equality by participating in the national school linking programme.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To provide training for all staff and governors on equality and diversity.

In line with legislation, the objectives will be republished formally, at least every 4 years.

Aim	Which Group(s) with protected characteristics will this benefit	Action to be taken	Time scale	Resources	Impact
<ul style="list-style-type: none"> To promote understanding of identity, diversity, community and equality by participating in the national school linking programme. 	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment	Visits to partner/ link school. Visits together with partner school to Manchester.	Ongoing	Time for meetings with partner /link school staff. Money for linking project registration.	Pupils will have greater understanding for difference and of being part of a multi faith society.
<ul style="list-style-type: none"> To promote cultural development and understanding through a rich range of experience, both in and beyond the school. 	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment	Visits to include places of Worship, larger towns and cities. Visitors organised for assemblies to share different faiths and cultures. Faith week. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.	September 2020-programme in place	Staff meeting time. Cost of resources and transport.	Pupil will have a wider experience of a divergent society. Children understand that they are part of a multi faith society and learn the values of other religions.
<ul style="list-style-type: none"> To ensure the school environment is accessible as possible to all pupils, staff and visitors. 	Disability and Gender	Keep accessibility plan up to date (see accessibility plan).	Ongoing	See accessibility plan	All pupils able to access learning and environment
<ul style="list-style-type: none"> To provide training for all staff and governors on equality and diversity. 	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment	Provide specific INSET to staff on equality. Use opportunities as they arise during INSET to provide training on equality and diversity.	Training and sharing of Equality and diversity Policy Summer Term 2020	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders.

