



# Brize Norton Primary School

We **SHINE** for ourselves and others with kindness

**Striving, Helping, Inspiring, Nurturing, Excelling**

Equality Information and Objectives  
Public Sector Equality Duty

## Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

Brize Norton Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

## Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination based on protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

To ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.



### **Information on other groups of pupils**

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Children we Care for and Previously Cared for Children
- Other vulnerable groups

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Brize Norton Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Our Behaviour and Relationships Policy and our Anti-Bullying Policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

### **Advancing equality of opportunity between people who share a protected characteristic and people who do not share it**

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times



## **Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it**

We foster good relations by:

- Ensuring that Brize Norton Primary School is seen as a village school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in our assemblies.

## **Equality Objectives**

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

To further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: Promote social and cultural awareness through appropriate curriculum opportunities.

Objective 2: Support learners with particular needs.

Objective 3: In accordance with the Armed Forces Covenant, we ensure, Members of the Armed Forces Community do not face disadvantages arising from their service in the provision of public services. Service families and their children feel supported and understood. Pupils understand the lives of their military peers.

Objective 4: Ensure fair and equal treatment for all staff.

Objective 5: Ensure all parents/carers feel welcome and receive good communication from school.

Objective 6: Pupils are aware of different faiths and cultures.

Objective 7: To promote positive attitudes to all gender identity and sexual orientations.

Objective 8: To promote positive attitudes to disability.

Objective 9: Trends in outcomes and progress for all groups across the school is analysed 3x per year.