

**Equality Information and Equality Objectives
For Broom Cottages Primary and Nursery School**

**Equality Act 2010
Broom Cottages Primary and Nursery
Schools' provision of the public sector equality duty**

**Date: February 2022 (to 2026)
Reviewed 2023 and 2024**

We in Broom Cottages Primary and Nursery School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil or staff member** can be identified.

Staff & Governors:

Age	Figures change – we comply with our equality duty.
Disability	Figures change – we comply with our equality duty. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member or Governor towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	Figures change – we comply with our equality duty.
Religion and Belief / no belief	Figures change – we comply with our equality duty.

Sex – male/female	Figures change – we comply with our equality duty.
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils:

Age	We have pupils aged from 3 to 11 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	Our numbers are so small it would not be appropriate to publish this information.
EAL (English as an Additional Language)	0.69% EAL The languages spoken within our pupil profile are: English, Spanish and Polish.
Religion and Belief / no belief	Our numbers are so small it would not be appropriate to publish this information.
SEND	57 pupils identified with a Special Educational Need.
Sex – male/female	54.7% female 45.2% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	43% pupils eligible for Pupil Premium

We will update our equality information at least annually and publish on the school website.

Equality Objectives 2022– 2026

Our equality objectives are:

1. Over the next four years (2022/2026), we will introduce approaches to raise awareness of racist bullying among pupils, parents and staff through assemblies, Social Emotional Aspects of Learning/Rights Respecting Schools activities and parent/carers seminars.
2. To establish strong, consistent relationships with a more ethnically diverse Primary school and improve pupils, parents and staffs opportunities to mix with pupils, parents and staff from different ethnicities, cultures and religions.

3. To continue to challenge gender stereotyping across the school as it relates to curriculum development, after school clubs and aspirations of pupils.
4. To continue to ensure that discrimination in recruitment in newly recruited staff does not exist

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

Headteacher: S Kavanagh__S Shields from 1.9.23_____

Chair of Governors:___S Ali Khan__L Lakey from November 2024_____

Date: _____February 2022, 2023 and November 2024