



## Equality Objectives 2019-2022

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

Brewster Avenue Infant and Nursery 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



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Link to Public Sector Equality Duty	Protected characteristic	Aim	Outcomes	Target group(s)	Actions	Who's responsible?
Advance equality of opportunity between people who share protected characteristics and those who do not	All protected characteristics	To monitor and analyse pupil achievement by race, sex and disability and act on any trends or patterns in the data that require additional support for pupils.	Improved attainment	All pupils	Termly data analysis and pupil progress meetings  Timely targeted intervention	SLT  Class teachers
Advance equality of opportunity between people who share protected characteristics and those who do not	Other	To improve the attainment and attendance of pupils eligible for pupil premium.	The attainment gap between PP and non-PP pupils will be narrowed  PP children's attendance will improve to narrow the gap to non-PP. Persistence absenteeism will be reduced.	Children eligible for pupil premium	Termly data analysis and pupil progress meetings leading to timely intervention  Monthly analysis of attendance data – individualised intervention as appropriate e.g. SAMs, offer of breakfast club etc	SLT
Advance equality of opportunity between people who share protected characteristics and those who do not	All protected characteristics	To review levels of parental engagement in learning and school life, to ensure equity and fairness in access and engagement.	Improve parental engagement by coming into school and being part of the learning experience	All families	Analysis of Café and parents evening attendance data and parent questionnaires. Identification of areas for improvement. Engagement with unrepresented groups. Changes to provision as necessary.	SLT