



Equality Objectives 2022-26

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?
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010	All	A fully inclusive school culture	Eliminate unlawful discrimination	All	Report incidents in line with LA guidance Use 'emotion coaching', STEPS program and Behaviour Policy to develop children's understanding	SLT All staff
Advance equality of opportunity between people who share protected characteristics and those who do not	All	Improved attendance of pupils eligible for pupil premium.	PP children's attendance will improve to narrow the gap to non-PP.	Children eligible for pupil premium	Monthly analysis of attendance data – individualised intervention as appropriate e.g. SAMs, offer of breakfast club etc	SLT



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Advance equality of opportunity between people who share protected characteristics and those who do not	All	Equal and fair access in home-school communication	Increased parental understanding of learning and activities taking place in school	All	Written communication is translated into main languages whenever possible Social media is used regularly to inform parents	SLT
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