



At Broadmere we are SAFE, RESPECTFUL and RESPONSIBLE.

## Equality Statement and Objectives

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity. All of our policies are written with regard to and are compliant with the Equality Act 2010. Our guiding principles are that:

- We value all learners equally
- We recognise and respect difference
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve widely

This document details the actions we will take over the next 2 years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme.

Guiding principle	Action	Review Date
We value all learners equally	Annual review of achievements of all learners to assess the degree to which learners have progressed equally. Termly tracking meetings used to assess any gaps that may be developing and identify ways in which they may be diminished. Amend School Development Plan and Pupil Premium Plan to close any gaps.	Spring 2021
We recognise and respect differences	Revisit and revise SMSC and PSHE curriculum to ensure that differences are celebrated.	Summer 2020 (completed Spring 2020)
We foster positive attitudes and relationships; and a shared sense of cohesion and belonging.	Weekly celebration assembly Intra house sporting opportunities Annual events such as Christmas Production, class assemblies Annual themed weeks	Autumn 2020

	Celebrations of festivals (all faiths) Staff social events	
We observe good equalities practice in staff recruitment, retention and development	Senior staff to undertake safer recruitment training (Educare) Work with the BET to: Prepare summary of the equal opportunities returns; Review annually the degree to which our workforce represents the community and adjust recruitment practices to encourage greater diversity.	Spring 2021  Spring 2020  Autumn 2020
We aim to reduce and remove inequalities and barriers that already exist	Work with the BET to carry out an Equality Impact Assessment of Policies to ensure no groups are disadvantaged.	As policies are reviewed
We consult and involve widely	Annual questionnaires to parents, staff, pupils Consultation with staff, parents, governors – RSHE curriculum	Summer term (annually)  Completed Spring 2019/20