



Brackenwood Junior School

Equality Objectives 2021-2024

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. At Brackenwood Junior School, our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Aim	Action	Who?	Timescale	Resources	Impact
Provide training for all staff on equality and diversity.	Provide time for equality & diversity training using specific Educare training modules Use opportunities as they arise to discuss equality issues during Staff meetings	All staff	Summer 2021 and refreshed annually.	Educare Training modules. Equaliteach MAT Equality policy	All staff aware of legislation, responsibilities and strategies to ensure and promote equality.
Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Termly data analysis and pupil progress meetings to track pupils and target provision.	CH/CM/Class teachers	Termly		All teachers are aware of children who require targeted provision and can provide support where needed.

<p>Provide opportunities throughout the school year to develop children's understanding of equality and diversity.</p>	<p>Complete class charters</p> <p>Teach lessons from the RRSA long term plan</p> <p>Take part in national campaigns (OutRight, send my Friend to School).</p>	<p>CM (RRSA Lead) Class Teachers</p>	<p>Annually</p>		<p>All staff and pupils have an increased understanding and respect for differences.</p>
	<p>Through the curriculum, teach lessons that explore other cultures & countries and study famous people from ethnic minorities and with a variety of abilities.</p>	<p>CM (Curriculum lead) Class Teachers</p>	<p>Termly by CTs when completing planning.</p>	<p>As required to support teaching of the curriculum.</p>	<p>The school ethos and curriculum promotes respect for differences within the school and wider community.</p>
	<p>Use assemblies as an opportunity to celebrate festivals for a range of cultures and countries.</p>	<p>CM to provide assembly calendar CTs to deliver.</p>	<p>CM to provide calendar by September 2021. Assemblies provided as festivals occur annually.</p>	<p>RRSA assembly resource.</p>	

<p>Children exposed to issues related to equality and diversity through a range of texts shared by teachers.</p>	<p>All reading spines to contain texts that explore an issue related to equality.</p> <p>Central list of these books developed.</p>	<p>SL (English lead)</p>	<p>September 2021 Texts are read annually.</p>	<p>Copies of texts</p>	<p>Children will have an increased understanding of issues related to equality and discussions can be facilitated within the classroom.</p>
<p>Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.</p>	<p>Teachers to ensure diversity is reflected in school displays across all year groups.</p>	<p>Class Teacher and Teaching Assistants</p>	<p>Ongoing</p>		<p>Pupils see themselves reflected in the school environment.</p>
<p>Address incidents involving racist or prejudicial behaviour.</p>	<p>Identify, investigate, respond to and report racist or prejudicial incidents. Report the figures to the Governing body.</p>	<p>Senior Leadership Team</p>	<p>Ongoing</p>		<p>Racial or prejudicial incidents are reduced and children learn a greater respect for differences.</p>