Broughton Primary School
Equality Objectives

Date written: November 2023
Date agreed and ratified by Governing Body: November 2023
Date of next review: November 2027

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.

These equality objectives should be read in conjunction with the Broughton Primary School Equality Policy, available on the school website.

Equality Objectives

We recognise that the public sector equality duty has three aims, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not .
- Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- Focus groups e.g. service families.
- Parent questionnaires.
- Involvement of the student council.
- Learning council.
- Pupil questionnaires designed and led by pupils.
- Staff survey.
- Contact with parents representing pupils with particular protected characteristics.

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Equality Objective 1- Linked to promotion of Equality, Diversity and Inclusion

OBJECTIVE: To ensure that Broughton Primary school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.

Why we have chosen this objective: From an analysis of our school profile, alongside the demographics of our local area, we know that our community is not representative of life in modern Britain. We want our school community to explore the uniqueness of the human race and to have the opportunity to explore a range of issues pertinent to the protected characteristics as part of their education provision.

To achieve this objective we plan to: Ensure that we effectively deploy the resources and teaching opportunities from: our PSHE scheme (SCARF), the Rights Respecting Curriculum, the R.E. curriculum (Hampshire Living Difference and Exploring Christianity). These lessons, discussions, activities and experiences will allow children to regularly explore subjects such as equality, diversity and inclusion. We want the children to fully explore and understand the value of equity in these areas. Class sets of carefully selected texts will be curated to support teachers and pupils in the exploration of key themes and to support their understanding. Governors and school leaders will access training on Equality in order to ensure that they are able to monitor and measure outcomes accurately.

Intended outcome: To raise awareness of the protected characteristics alongside key issues relating to equality, diversity and inclusion. To develop the children's understanding of the importance of equity and to

equip them with the skills and attitudes that will result in them making a positive contribution to life in modern Britain.

Equality Objective 2: Linked specifically to prejudice related incidents/ sexual orientation

OBJECTIVE: Promote positive attitudes towards all family structures and promote positive language choices, with regard to sexual orientation.

Why we have chosen this objective: School is a place where all children should feel safe and respected. There will be a variety of family structures among them: divorced/ separated parents, fostered and adopted children, children who have a parent who has died or is absent and children with LGBTQ parents and/or family members. We want all of our children to understand, show an appreciation of and accept all family situations. We want them to understand the stereotypes and prejudices that exist and feel that they can challenge these.

To achieve this objective we plan to: Continue to implement our PSHE programme which addresses these areas. To ensure that this is not done in isolation, this subject is also addressed through relevant literary texts and picture books in English, through R.E. and in Rights Respecting lessons. The focus around 'differences' will be to help children to form opinions about others based on whether they are kind, law abiding, respectful, trustworthy and responsible, rather than judging them on their appearance or if an aspect of their lifestyle differs from their own. Our children will also learn about discrimination and prejudice including racism, sexism and ageism. We aim to introduce a series of books and resources which show different family structures. These will include same sex couples. The books will be accessible: through PSHE sessions, in the library, classrooms and in shared reading opportunities. At school we access the Stonewall Resources and display the materials that celebrate that " Real Families Rock."
We have an agreed response to incidents that are prejudice-related and follow our School's behaviour policy. All prejudicial incidents are reported at County level.

Outcome: To raise awareness of this protected characteristic and reduce the possibility of prejudice related incidents.