

# Equality Objectives

Boringdon Primary School is an inclusive school where all are welcome. We celebrate diversity and champion equality. Everybody who enters our school will behave in a way which respects the protected characteristics of the Equality Act 2010.



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.

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.

**You can download our equality policy on the website and please see the equality action plan below.**

Boringdon Primary School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives 2020 – 2024 are as follows:

Aim	Action to be taken
Identify patterns or trends within the school data based on ethnicity, language, gender and / or disability	<ul style="list-style-type: none"> <li>• To monitor and analyse pupil achievement by ethnicity, language, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</li> <li>• To plan intervention to raise levels of attainment in core subjects for pupils/ groups identified above</li> </ul>
Promote understanding and respect for differences	<ul style="list-style-type: none"> <li>• To undertake a school audit to review the use of diverse images, resources and activities across the school.</li> <li>• To review the whole school curriculum and ensure promotion of equality is embedded within it</li> </ul>
To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.	<ul style="list-style-type: none"> <li>• To work with Achievement for All to develop provision for vulnerable groups and communication with parents and engagement with them as stakeholders.</li> </ul>

