



## Equality statement

### To be read in conjunction with The Racial Equality and Equal Opportunity Policy

Bretforton Village 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.

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 have considered the information collected above and have identified (key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010.

### Our approach to equality is based on the following key principles:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children

\* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

## Our Equality Objectives

### Bretforton Village School Equality Objectives for period September 2020–2021

Objective	Which group(s) with protected characteristics will this benefit	Actions and who will be involved?	Which general duty/ies will it address?	How will we measure our success?
To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities	Disability, Gender, Race, Religion or belief,	Analysis of register of attendance. Parents and pupil questionnaire. Heads of school, PE co-ordinator	Advance equality of opportunity between people who share protected characteristics and those who do not	Increase of attendance to after-school clubs. All disadvantaged children attend at least one club or activity during the year.
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep accessibility plan up to date (see plan) SENCo, Health and Safety Governors	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Create effective system for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording. Assemblies with the theme of tolerance and 'different families, same love'	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	No recorded incidents of specific name calling. To improve everyone's understanding of the implications of name calling. Parents will work with the school to eliminate incidents.

<p>Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children</p>	<p>Disability, Gender, Race</p>	<p>Modify provision in order to meet all children's needs and interests.  Targeted interventions/ catch up programme for identified individuals.  Improve parental engagement by coming into school and being part of the learning experience (Walk in Mondays/Class assemblies/Curriculum Evening)  Conducting these remotely to allow systems of communication to continue in period of Covid 19.  Effective communication by all stakeholders.</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>The gap between DA and non-DA pupils will be narrowed</p>
<p>To promote pupils spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.</p>	<p>All groups of learners</p>	<p>Programme of visits to include places of worship and larger towns and cities  Programme of visitors organised for assemblies to share different faiths and cultures  Senior Leadership Team, RE subject leader, Curriculum planning documentation  Enterprise activities</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Pupils in the Association will have a wider experience of a divergent society  Children understand that they are part of a multi-faith society and learn the values of other religions</p>

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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	All groups of learners	<ul style="list-style-type: none"> <li>Parental questionnaire</li> <li>Family Support worker role created</li> <li>Access to Parenting Programme</li> <li>Review of parental engagement</li> <li>Provide access to remote support for all learners</li> </ul>	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils have equal access to the curriculum and opportunities provided by the school.