



Equality Objectives 2019 – 2023

2020 - 2021

There are a number of statutory duties that must be met by our Academy in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Brookside Academy is committed to meeting its public sector duties and welcomes the following statutory duties to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes of difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The leadership team and Governors at Brookside regularly review the progress we are making to meet our equality objectives with regards to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief) under the Equality Act 2010

Equality Objective 2019 – 2023:

At Brookside Academy we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching we have set the following objectives for 2019 – 2023.

- To promote understanding and respect for differences
- To narrow the attendance gap for Pupil Premium and FSM children and continue to review and support attendance for all other groups so that they are over 95%
- To improve EAL provision for new arrivals at the early stage of English acquisition
- To continue to monitor and analyse pupil achievement by race, gender, socio-economic background and disability and act upon any trends or patterns to ensure quick and effective support is given so that those trends are in line with peers across the school
- To ensure our taught curriculum (in and out of school) promotes and delivers on equality of opportunity and that it promotes a diverse and positive learning experience.
- SEN Support children are significantly behind their peers and we need to be more strategic in identifying where we can make progress

- Whole school writing PP is slightly behind age expected (1.8) and the GAP is wider than the whole school (1.7 – 2.1) – to narrow that GAP.
- Boys reading though in line with national boys is significantly behind females
- Attendance for disadvantaged children is still too low and needs to narrow in line with National and School attendance
2019 Overall 95.8%
2019 PP = 93.5%
2019 FSM = 92.4%