



Equality Objectives 2019 – 2023

2019 - 2023

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%

Outcomes – Equality report going to Academy Governors July 2023

Guidance:

Understand the equality issues in your organisation and sector

- Engage with your stakeholders, and your staff.
- Consider your published equality information.
- Review national, regional -and local equality information.
- Look at any assessments of the impact of your policies and practices on people with different protected characteristics.

Develop possible equality priorities for action

- Create a list of issues related to discrimination, harassment, victimisation, equality of opportunity and good relations you might want to address.
- Consider the number of objectives that it is proportionate to publish.
- Involve senior managers and board members at an early stage.
- Engage with members of the public, staff and service users.

Prioritise and select objectives

- Set criteria that the objectives must meet.
- Use an evidence-based approach in selecting the most significant issues using national and local information.
- Ensure that objectives are business focused.
- Engage with members of the public, staff and service users.
- Focus on objectives that can be delivered and monitored through your mainstream operations.
- Check that you could realistically deliver an objective.

Ensure that your objectives are specific and measurable.

- Use a recognised way of setting effective objectives, such as S.M.A.R.T.
- Check that your objectives are not vague.
- Use qualitative information to measure progress where there is no appropriate quantitative measure. Focus on measures about the quality of experience of

people with protected characteristics as well as numerical information about service outcomes.

Publish and review your objectives

You must publish one or more equality objective(s) at least every four years in such a manner that the information is accessible to the public. We would expect your objectives to be clearly labelled and easy to find on your website. You can publish them as an individual document or within another published document.