

## BRACKENWOOD INFANT SCHOOL EQUALITY OBJECTIVES

PUBLIC SECTOR EQUALITY DUTY	EQUALITY OBJECTIVE	ACTIONS	REVIEW
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	<p>To make sure that no-one experiences harassment, less favourable treatment or discrimination because of any protected characteristics.</p> <p>They are:</p> <ul style="list-style-type: none"> <li>• Age (<i>employees</i>)</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Marriage and civil partnership (<i>employees</i>)</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion or belief</li> <li>• Sex</li> <li>• Sexual orientation.</li> </ul>	<ul style="list-style-type: none"> <li>• Challenge personal prejudice and stereotypical views whenever they occur.</li> <li>• Record and challenge all incidents of bullying or perceived bullying and follow up with actions to be reviewed regularly by SLT</li> <li>• Audit our resources including books and toys to ensure all protected characteristics are represented positively.</li> <li>• If required, buy SLA from MEAS (Multi Ethnic Achievement Service) for support and advice or translation.</li> <li>• Review presentation of materials to ensure accessibility for all.</li> </ul>	
Advance equality of opportunity between people who share a protected characteristic and those who do not.	<p>To ensure that everyone is treated fairly and with respect.</p> <p>To close the attainment gap between disadvantaged Children and their peers.</p> <p>To close the attainment gaps between genders.</p>	<ul style="list-style-type: none"> <li>• Create a curriculum that challenges stereotypes.</li> <li>• Staff to be given disadvantaged children targets (Pupil Premium, LAC, EAL, SEND), plan appropriate support and discuss their progress at pupil progress attainment reviews.</li> <li>• Further develop the accessibility of our site and curriculum for all Children.</li> </ul>	
	<p>To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.</p>	<ul style="list-style-type: none"> <li>• As vacancies arise in school, we will always give due regard to our Equalities Policy so that no one is discriminated against when it comes</li> </ul>	

PUBLIC SECTOR EQUALITY DUTY	EQUALITY OBJECTIVE	ACTIONS	REVIEW
Foster good relations between people who share a protected characteristic and those who do not.	To develop our curriculum and wider opportunities so that children and families develop an increased understanding of equality.	<p>to employment, promotion or training opportunities.</p> <ul style="list-style-type: none"> <li>• Introduce a diversity week which incorporates the direct teaching of all of our equality objectives.</li> <li>• Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.</li> <li>• Further develop our work on equality in our direct teaching of PSHE and RE.</li> </ul>	