

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"> ● Age (<i>employees</i>) ● Disability ● Gender reassignment ● Marriage and civil partnership (<i>employees</i>) ● Pregnancy and maternity ● Race ● Religion or belief ● Sex ● Sexual orientation. 	<ul style="list-style-type: none"> ● Challenge personal prejudice and stereotypical views whenever they occur. ● Record and challenge all incidents of bullying or perceived bullying and follow up with actions to be reviewed regularly by SLT ● Audit our resources including books and toys to ensure all protected characteristics are represented positively. ● If required, buy SLA from MEAS (Multi Ethnic Achievement Service) for support and advice or translation. ● Review presentation of materials to ensure accessibility for all. 	<p>Reviewed 27.02.24</p> <p>School has clear policies procedures in place for bullying or perceived bullying including; Positive Behaviour Policy, Anti-Bullying Policy, Low Level Concerns Policy, Child Protection Policy, KCSIE 2023.</p> <p>TLS Governor Committee completed audit of school resources in AU2 2022 Next Steps identified and will be revisited SU2 2023.</p> <p>Actions to remain until end of 4 year cycle (2027) to ensure that actions are fully embedded</p>
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"> ● Create a curriculum that challenges stereotypes. ● Staff to be given vulnerable children targets (Pupil Premium, FSM, CLA, EAL, SEND), plan appropriate support and discuss their progress at pupil progress attainment reviews. ● Further develop the accessibility of our site and curriculum for all Children. 	<p>Curriculum clearly maps out opportunities for discrete and contextualised teaching of Equality and Diversity.</p> <p>All staff have appropriate targets set as part of their performance management.</p> <p>Actions to remain until end of 4 year cycle (2027) to ensure that actions are fully embedded</p>
	To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.	<ul style="list-style-type: none"> ● 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 to employment, promotion or training opportunities. 	<p>School follows LA Safer Recruitment Policy and appropriate members of staff have received suitable CPD.</p> <p>Actions to remain until end of 4 year cycle (2027) to ensure that actions are fully embedded.</p>

PUBLIC SECTOR EQUALITY DUTY	EQUALITY OBJECTIVE	ACTIONS	REVIEW
<p>Foster good relations between people who share a protected characteristic and those who do not.</p>	<p>To develop our curriculum and wider opportunities so that children and families develop an increased understanding of equality.</p>	<ul style="list-style-type: none"> ● Introduce a diversity week which incorporates the direct teaching of all of our equality objectives. ● Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events. ● Further develop our work on equality in our direct teaching of PSHE and RE. 	<p>As part of the school's curriculum, all children take part in teaching and learning of Equality and Diversity Week (June of each year). Topics are selected in collaboration with families and taught at an age and stage appropriate level. School continually promotes equality and diversity through the contexts and VIPs selected, RE enquiry days, weekly assemblies, visits and visitors such as The Wirral Deen Centre and African Drumming Workshops and Beyond The Curriculum events such as Black History Month and Equality and Diversity Week. RE teaching and learning now includes Exploration Days that allow children to really discuss and explore the beliefs of different faiths from around the world.</p> <p>Actions to remain until end of 4 year cycle (2027) to ensure that actions are fully embedded</p>