

	Bridlewood Primary School	Last Reviewed May 2024
	Equality Objectives	Policy next to be reviewed: May 2027

1. Introduction

Bridlewood is committed to securing the best for and from its pupils by shaping, guiding and developing the children and giving them every opportunity to achieve and be the best that they can be. We actively encourage the involvement of parents/carers and the community in building strong partnerships. As a small school we all know and care for each other; we are a very close community. We all have pride in our achievements and are proud of our school. We are a school aiming for outstanding teaching and learning through a rich and motivating curriculum. Through our core values of respect, responsibility and honesty, we aim for all members of our school community to:

- value effort as well as achievement
- have a love of learning
- feel safe
- encourage independence as well as teamwork
- be curious and active learners
- be confident enough to take risks and learn from mistakes
- care about where we live
- be polite and respect others' values and beliefs
- provide equal opportunities for everyone regardless of ability

2. Equality Information and Scope

Please refer to **The Park Academies Trust Equality Policy & Objectives** which sets out the legislation and guidance, roles and responsibilities and how we eliminate discrimination and advance equality of opportunity for all the schools with the Trust. The policy also sets out how we foster good relationships and consider equality within decision-making.

3. Equality Objectives

All staff across the Trust are expected to work to achieve the Trust equality objectives.

The headteacher will promote knowledge and understanding of the equality objectives amongst staff and pupils, and monitor success in achieving the objectives and report back to the Local Advisory Board.

Objective 1	Monitor and evaluate attainment levels and participation of all groups	To achieve this objective: Bridlewood complete pupil progress meetings three times per year and analyse progress and attainment by groups. Attendance data is monitored monthly and participation in clubs is monitored and analysed termly.
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Objective 2	Continue to make the schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background (ensure reasonable adjustment agreements are in place for all staff with disabilities)	To achieve this objective: Bridlewood share the school core values of respect, responsibility and honesty with the whole school community regularly in order to make Bridlewood a welcoming environment for everyone. Bridlewood teach our pupils about inclusion and diversity specifically through the PSHE and RE curriculum and through values based assemblies. Bridlewood liaise with pupils, parents and staff regularly to make reasonable adjustments where they are needed and analyse feedback from questionnaires.
Objective 3	Continually consider how well the school ensures equality of opportunities for all its pupils	To achieve this objective: Bridlewood analyse the enrichment opportunities and target support and opportunity where there is under representation at specific clubs and events. Bridlewood ensure all pupils have equal opportunity to access curriculum trips and events.
Objective 4	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities	To achieve this objective: Bridlewood ensure recruitment and selection procedures are non-discriminatory and ensure there are opportunities for representation from black and minority communities and those with disabilities to be considered for any vacancies where they meet selection criteria.
Objective 5	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination	To achieve this objective: Bridlewood provide regular training for staff in equality & diversity, in particular those involved in recruitment and selection processes.

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Objective 6	Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information, to help address the under-representation of people with disabilities in the school workforce Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they require any reasonable adjustments for the interview	To achieve this objective: Bridlewood ensure adverts and recruitment procedures and processes include this information.
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