



# Brunswick Park Primary School

*Learning for living through Respect, Support and Challenge*

## EQUALITY OBJECTIVES

*Anthony Doudle*

Chair of Governors

*September 2021*

Date

*Susannah Bellingham*

Head Teacher

*September 2021*

Date

Review date: September 2022

## School policy statement on equality and community cohesion

Brunswick Park Primary School is committed to equality both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We make sure that people from different groups are consulted and involved in our decisions, for example, through talking to pupils and parents/carers and through our School Council.
- We aim to make sure that no-one experiences harassment, less favourable
- treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We recognise our duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population. We explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

Brunswick Park Primary School has a duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- boys or girls in certain subjects

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

## Part 1: Information about the pupil population

Number of pupils on roll at the school: 381

### Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

### Pupil Special Education Needs (SEN) Provision

	Number pupils	Percentage % of school population
Total number of Special Educational Needs	67	17.6
SEN Support	48	12.6
EHCPs	19	5

### Ethnicity and Race

Ethnicity	No.	Ethnicity	No.
ABAN	17	MWBC	12
AIND	1	OKRD	1
AOTH	8	OLAM	4
BAOF	6	OOEG	20
BCRB	30	OVIE	3
BGHA	2	WBRI	44
BNGN	13	WEEU	2
BOTH	23	WOTW	16
BSLN	11	WTUK	3
BSOM	11	WWEU	2
CHNE	2	BAFR	98
MOTH	20		
MWAS	4		
MWBA	3		

### Gender

	No.	Percentage
Male	190	49.9
Female	191	50.1

### Information on other groups of pupils

Ofsted inspections look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support."

In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

### Pupil with English as an additional language (EAL)

	No.	Percentage
EAL	111	28.6
Non-EAL	270	70.8

## Pupils eligible for Pupil Premium

	Total	Percentage of school population
Total number of Pupil Premium pupils	170	44.6

### Part 2: How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do.

Schools are required to have due regard to the need to **eliminate discrimination, harassment and victimisation** and other conduct that is prohibited by the Equality Act 2010.

The information below is a summary of how we are aware of this particular requirement and how we respond to it. Please contact us if you would like to see copies of any of our school policies.

- At Brunswick Park Primary School we are aware of the requirements of the Equality Act 2010 and understand that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
- Our governing body has had training on the Equality Act 2010. All staff have had whole school training on the Equality Act 2010.
- We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- At Brunswick Park we have an ethos which supports respect and professionalism.
- We have a School Behaviour Policy which ensures that all pupils are rewarded and sanctioned when necessary. The Policy is applied fairly and positively by the staff.
- We have appropriate policies that deal promptly and effectively with all incidents and complaints of bullying and harassment. These may include cyber-bullying and prejudice based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation.
- We keep a record if such incidents should arise and notify those affected of what action will be taken. We provide training to all staff in relation to dealing with bullying and harassment incidents.
- All our policies make explicit that we aim to give careful consideration to equality issues. We analyse our data to ensure we act upon any concerns in relation to these protected groups.
- We review our accessibility plan every three years with the Governors.
- We record any racist or homophobic incidents and act upon any concerns.

- We have a Special Educational Needs policy and an Action Plan that outlines the provision the school makes for pupils with special educational needs.
- Our complaints procedure sets out how we deal with any complaints relating to our school.
- We have a curriculum provision that is highly positive, offering memorable experiences and rich opportunities that contribute to pupils' spiritual, moral, social and cultural development.
- We have clear procedures for dealing with staff discipline.
- Our Grievance Policy and procedures clearly sets out clear guidance for staff who wish to make a formal complaint.
- Our Accessibility Plan increases the extent to which all pupils can participate in the curriculum, improves the physical environment of the school and increases the availability of accessible information to disabled pupils.
- Our Complaints Procedure sets out how we deal with any complaints relating to the school and can be obtained at the main reception.
- The school has an ICT & E-safety Policy that takes all E-safety issues very seriously.
- Through assemblies, ICT days and lessons, pupils and staff are made aware of suitable internet conduct. Subsequently, "Acceptable Use" policies are signed and adhered to by all pupils and staff.
- Through a broad range of areas of study within our Citizenship and PSHE education, we work hard to eliminate discrimination, harassment and victimisation.
- We have a comprehensive curriculum that encourages children to think about the world in which they live. Pupils are encouraged to broaden their understanding of others beliefs, cultures and faiths.
- We have a vibrant and well-represented School Council that ensures that pupils have a direct voice to discuss matters that relate to their concerns and overall well-being in school and the immediate environment. The school council is strong and articulate, contributing to whole school decision making where appropriate.
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult.
- We encourage healthy eating habits, reflecting our culturally diverse community and ensuring that all pupils receive a healthy meal each day. We are committed to modelling to pupils a healthy lifestyle and responsibility to our environment, regardless of one's socio-economic background.
- We understand that attendance plays an integral part in pupils' achievement at school. Thus, through our Attendance & Punctuality Policy, we investigate any discrepancies that may occur and address inequalities appropriately. We strive to ensure that children maintain a high level of punctuality and attendance.

Under the Equality Act 2010, we are also required to have due regard to the need to **advance equality of opportunity** and **foster good relations**. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of pupils.

## **Disability**

We are committed to working for the equality of people with and without disabilities.

### **Summary information:**

- The school building is fully compliant with the current DDA legislation requirements, although each year relevant remedial works may be undertaken across the premises to make the facilities more accessible to pupils and or adults with a disability.
- Relationships between disabled pupils and others are very positive and incidents of inappropriate behaviour based on disability are non-existent.
- Our strong culture of support means that adults are prepared to go that extra mile to ensure pupils have a positive experience
- Where disabilities specifically impact on learning we take specialist advice.

### **How we advance equality of opportunity:**

- We support disabled learners by meeting their individual needs, through meeting with parents and carers with specialists to draw up individual support plans. These needs are then cascaded to all staff who come into contact with the child to ensure their needs are fully met.
- The school looks favourably on applicants and always interviews disabled applicants for any advertised post.
- The school actively encourages parent helpers, some of who in the past have been disabled.

### **How we foster good relations and promote community cohesion:**

- We are developing a curriculum that supports all pupils to understand, respect and value difference, including those with disabilities
- We use assemblies and PHSHE lessons to provide positive images and perceptions of people with disabilities e.g. Paralympians.
- Children with disabilities are encouraged and supported to take part in all school events, trips and sports days.

## **Ethnicity and race (including EAL learners)**

We are committed to working for the equality of people from different ethnic backgrounds.

**Summary information (July 2019) :**

**Percentage of pupils at Brunswick Park achieving the expected standard in each subject at the end of KS2 (excluding discounted pupil recently arrived from overseas with no English)**

	<b>Reading</b>	<b>Writing</b>	<b>Maths</b>	<b>Combined</b>
All Pupils	86	81	81	74
EAL	92	100	92	92
Non EAL	82	73	73	73

**Percentage of pupils at Brunswick Park achieving the expected standard in each subject at the end of KS1**

	<b>Reading</b>	<b>Writing</b>	<b>Maths</b>
All Pupils	74	70	75
EAL	72	71	75
Non EAL	76	76	76

**How we advance equality of opportunity:**

- Initial assessments are completed promptly for new arrivals and learning goals are set out. These may include targeted interventions.
- We identify appropriate provision and then monitor its impact.
- We identify and address barriers to the participation of particular groups in learning and other activities.

**How we foster good relationships with pupils and families, and promote community cohesion:**

- At Brunswick Park Primary School we are proactive in promoting the spiritual, moral, social and cultural development of all our children.
- We provide special events, international days, class and school productions and sports days which help to promote community cohesion and pupils' understanding of different cultures and ethnic backgrounds.
- Visits are also conducted to other local places of interest and worship.
- Focus weeks are very valuable where stories from a variety of countries are shared with the children by staff, parents, older children and special visitors or where the focus week supports the curriculum for example Science or Maths Week.
- We have a curriculum that supports all pupils to understand, respect and value difference and diversity and ensures that the curriculum challenges racism and stereotypes.
- We have links with communities in other countries.

## Gender

We are committed to working for the equality of women and men.

### Summary information (July 2019):

**Percentage of pupils at Brunswick Park Primary School achieving the expected standard in each subject at the end of KS2 (excluding discounted pupil recently arrived from overseas with no English)**

	Reading	Writing	Maths	Combined
Boys	81	71	77	68
Girls	89	86	71	71

**Percentage of pupils at Brunswick Park achieving the expected standard in each subject at the end of KS1:**

	Reading	Writing	Maths
Boys	64	64	55
Girls	82	82	90
National Average-Boys (2019)	69	78	72
National Average-Girls (2019)	78	79	85

### **How we advance equality of opportunity:**

- We monitor the attainment and progress of all our pupils by gender.
- We set targets to improve the attainment rates of progress of particular groups of boys and girls.
- We continuously review our provision to ensure that we address barriers to the participation of boys and girls in activities.
- We ensure the curriculum interests both boys and girls.

### **How we foster good relations and promote community cohesion:**

- Whole school events are thoughtfully planned to include and attract
- Parents and carers from all sections of our community in order to enrich and contribute to the children's learning and progress.
- We ensure that we include positive, non-stereotypical images of men and women, girls and boys across the curriculum, through assemblies, visits and the visitors we invite in to the school.
- Through our extended school provision, boys and girls are represented (football club, basketball club, Ballet club, art clubs, African Drumming Club, Street Dancing Club, etc).
- We have equal representation of boys and girls on the school council and Eco Council. The school council ensures both boys and girls views are equally heard.
- We invite speakers into the school to talk to the children: we ensure that these represent both genders.

## Religion and belief:

At Brunswick Park Primary School we are committed to working for equality for people based on their religion, belief and non-belief. We respect the religious beliefs and practice of all staff pupils and parents and we comply with reasonable requests relating to religious observance and practice.

## How we advance equality of opportunity:

- We support our pupils to build their sense of identity and belonging, which help them flourish within their communities as citizens in a diverse society.
- We promote inclusion for all our faith groups in all parts of the curriculum.
- We deliver a PSHE curriculum that promotes and supports the aforementioned statements, with tolerance and respect as key values.

## How we foster good relations and promote community cohesion:

- Visits to many local places of worship and reflection have provided us with real opportunities to engage with different religious and spiritual communities around us (e.g. our local Mosque, Church and Temple).
- We encourage and involve our parents and families in celebrations based on the different religions. These have included special assemblies, displays, talks and sharing experiences and customs around significant festivals.
- Our curriculum, including RE and PSHE, encourage pupils to be accept others' lifestyles and beliefs, as well as exploring shared values.
- The RE and PSHE curriculum enables pupils to develop respect for others, including people with different faiths and beliefs and helps to challenge prejudice and discrimination.

## Low Income/ Disadvantaged backgrounds:

At Brunswick Park Primary School we are committed to working for equality for people who are disadvantaged through economic and social circumstances. The school is given funds, through its pupil premium grant, to ensure that Looked After Children and those entitled to Free School Meals achieve as well as all pupils nationally and within the school.

## Summary information:

### Summary information (July 2019):

**Percentage of pupils at Brunswick Park achieving the expected standard in each subject at the end of KS2 (excluding discounted pupil recently arrived from overseas with no English).**

	Reading	Writing	Maths	Combined
Disadvantaged	85	86	82	82
Other Pupils	86	86	95	82

**Percentage of pupils at Brunswick Park achieving the expected standard in each subject at the end of KS1:**

	Reading	Writing	Maths
Disadvantaged	67	66	74
Other Pupils	81	81	77

## **How we advance equality of opportunity:**

- We have a dedicated team of support staff who run intervention groups in reading, writing and mathematics for pupils not making expected progress or reaching national levels of attainment.
- We have one learning mentor, currently employed full-time, working with individuals and groups of pupils with specialist needs, and often linked to underachievement, low self-esteem or behaviour problems.
- Three Higher Level Teaching Assistants (HLTA) and a Graduate Teaching Assistant are employed full-time to support underachieving children in class.
- We subsidise places on residential trips for specific pupils entitled to FSM.

## **Part 3: Our equality objectives:**

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives (These are possible examples).

### **Equality objective 1:**

**Close the attainment gap between disadvantaged pupils and other pupils, particularly in Writing.**

#### **Key actions to help meet this objective:**

- Analyse end of year data to identify underachieving disadvantaged pupils who have made less than expected progress.
- Identify strategies and support through pupil progress meetings at senior and middle leadership levels to raise attainment and improve rates of progress of underachieving disadvantaged pupils.
- Monitor progress of these pupils each term to see evaluate impact of strategies/interventions.
- Provide additional homework and resources (e.g. reading books) to support learning at home for disadvantaged pupils.

### **Equality objective 2:**

**Close the attainment gap between boys and girls in Reading.**

#### **Key actions to help meet this objective:**

- Analyse end of year data to identify underachieving boys who have made less than expected progress.
- Identify strategies and support through pupil progress meetings at senior and middle leadership levels to raise attainment and improve rates of progress of underachieving disadvantaged pupils.
- Monitor progress of these pupils each term to see evaluate impact of strategies/interventions.
- Review English curriculum to identify extended writing opportunities and develop boy orientated themes as a stimulus for writing.

- Continue to use the online reading programme (Bug Club) to appeal to boys' interests.
- Staff training on identifying writing and reading opportunities that will interest the boys.
- Closely monitor boys writing levels throughout the Autumn Term to see rapid impact of these strategies on writing levels for all pupils, but particularly for boys.

**Equality objective 3:**

**To continue to raise levels of attainment and progress of White British and Black Caribbean pupils.**

**Key actions to help meet this objective:**

- Analyse end of year data to identify underachieving white British and Black Caribbean pupils who have made less than expected progress.
- Identify strategies and support through pupil progress meetings at senior and middle leadership levels to raise attainment and improve rates of progress of underachieving pupils.
- Monitor progress of these pupils each term to see evaluate impact of strategies/interventions.
- Provide additional homework and resources (e.g. reading books) to support learning at home for identified underachieving pupils.
- Ensure parents of underachieving WB and BC attend curriculum and parent workshops and coffee mornings.
- Closely monitor progress of underachieving WB and BC pupils throughout the Autumn Term to see rapid impact of these strategies.