



Brimscombe C of E Primary School

Equality information and Objectives Statement

Our commitment to Equality

At Brimscombe C of E (VA) Primary School, we are committed to ensuring equality of opportunity and fostering good relations for all members of our school community. We recognise our duties under the Equality Act 2010 and are dedicated to eliminating discrimination, advancing equality of opportunity, and fostering good relations between people who share a protected characteristic and those who do not.

Protected Characteristics

We recognise and respect the following protected characteristics:

- Sex
- Race
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Disability
- Age (in relation to staff)
- Marriage and civil partnership (in relation to staff)

Our Equality Objectives

Objective 1: Eliminate discrimination and promote inclusive practice

- Ensure all pupils, regardless of protected characteristics, have equal access to high-quality teaching and learning opportunities
- Monitor and address any incidents of discrimination, harassment, or bullying related to protected characteristics
- Ensure reasonable adjustments are made for pupils with Special Educational Needs and Disabilities to enable full participation in school life

Success criteria:

- Zero tolerance approach to discrimination is embedded across the school
- All staff receive regular equality and diversity training
- Reasonable adjustments are identified and implemented promptly for pupils with disabilities
- Incident logs show effective responses to any equality-related concerns

Objective 2: Advance equality of opportunity

- Close any attainment gaps between different groups of pupils, particularly those with protected characteristics
- Ensure disadvantaged pupils and those with SEND have access to the same opportunities as their peers, including extra-curricular activities
- Promote diverse representation in curriculum materials, displays, and resources

Success criteria:

- Progress and attainment data shows no significant gaps between groups
- Participation rates in extra-curricular activities reflect the diversity of our school community
- Curriculum materials reflect diverse backgrounds, cultures, and family structures

- Pupil voice surveys show all children feel valued and included

Objective 3: Foster good relations between different groups

- Develop pupils' understanding and respect for different protected characteristics through our curriculum, particularly through RE, PSHE, and Relationships Education
- Celebrate diversity through assemblies, events, and displays
- Ensure all pupils understand the importance of equality and respect

Success criteria:

- Pupils can articulate understanding of protected characteristics and why respect matters
- School calendar includes celebration of diverse cultural and religious events
- Pupil surveys show children feel respected and value diversity
- Parents/carers report that the school promotes inclusive values

Monitoring and Review

We will:

- Review these objectives annually
- Monitor equality data including attainment, behaviour, and attendance by protected characteristics
- Consult with stakeholders in reviewing our objectives
- Publish updated objectives every four years

How We Will Achieve These Objectives

- Through high-quality teaching that is inclusive and accessible to all
- By making reasonable adjustments for pupils with disabilities
- Through our PSHE and Relationships Education curriculum
- By monitoring pupil progress and taking swift action to address any gaps
- Through staff training on equality and inclusion
- By working in partnership with parents/carers and the wider community
- Through our behaviour and anti-bullying policies

Links to Other Policies

This statement should be read alongside our:

- Accessibility Plan
- SEND Information Report
- Behaviour Policy
- Anti-Bullying Policy
- Relationships Education Policy
- Safeguarding and Child Protection Policy