



## EQUALITY OBJECTIVES 2024 - 2026

The Birkwood Way is at the centre of our values, vision and everyday practice. We aim to produce leaders; young people who can work both in a team and independently and, crucially, opt to do the right thing. We seek to develop the whole child, harnessing and celebrating each unique talent, strength and personality. Exciting opportunities enable this both inside and outside of the classroom where children are encouraged to show 100% effort, 100% kindness and 100% respect in all they do. Birkwood is for everyone!

Birkwood Primary School will promote equal opportunity and will not tolerate inequality in any area of the school's life or work. All will be treated equally and given equal access to the curriculum and life of the school. All will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning.

### **Under the Equality Act 2010, we welcome our general duty to:**

- **Eliminate unlawful discrimination, harassment and 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.

### **We recognise our specific duties which aims to assist us to meet our general duty:**

- To annually publish information on how we are complying with the Equality Duty including to publish information on our school population.
- To publish equality objectives every four years, which show how we plan to tackle particular inequalities and reduce or remove them.

## **OUR EQUALITY OBJECTIVES**

Our equality objectives, as agreed with the Governing Body are:

1. To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community.
2. To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.
3. To actively close gaps in attainment and achievement between students and all groups of students; especially boys, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.

4. To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including boys and students with special educational needs).
5. To ensure accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching.
6. To provide role-models for all students, ensuring diversity in the staff body, visiting speakers and in leadership roles.
7. To diversify the curriculum in all areas to ensure the positive representation of all protected characteristics across so that our students see and can be seen.
8. To reduce the incidence of the use of discriminatory language and prejudice-based bullying by students in the school.
9. To ensure the consistent recording, reporting and action by staff following incidents of discriminatory language and behaviour, including bullying.

**Reviewed June 2024**