



## Equality Objectives for Brookland Junior School

### Public Sector Equality Duty

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.

Brookland Junior School is a proudly inclusive school where we focus daily on ensuring all our children belong, thrive and achieve their best.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Advancing Equality underpins our school aims:

- **Each and every child challenged and supported to be the best they can be, personally and academically.**
- **Each and every child and family equally valued and respected in our community.**
- **Our school the best it can be!**

These aims are lived each day through our **Brookland Values**:



Responsibility      Friendship  
Peacefulness      Cooperation  
Understanding      Trust  
Respect      Honesty      Happiness  
Perseverance      Positivity      Gratitude  
Courage      Tolerance      Quality  
Aiming High      Generosity      Freedom  
Appreciation  
Resilience      Patience      Caring  
Modesty      Thoughtfulness

### Information on pupils by protected characteristics

The Equality Act 2010 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. In order to ensure that all children are protected from discrimination, the school collects information on protected characteristics.

## **Equality Information (taken from 2025 Autumn Census data)**

Number of pupils on roll at the school: 354

Age of pupils: 7 to 11

Gender: 50.6% male, 49.4% female

Children eligible for Pupil Premium Funding: 13.5%

Children with Special Educational Needs (SEN- K) 16.4%

Children with an Educational Health Care Plan (EHCP) 5.4%

Children with English as an Additional Language (EAL): 63 %

Young carers: 2.8%

Looked after children: 0%

### **Information on other groups of children**

In addition to children with protected characteristics, we gather further information on the following groups of children:

- Children in receipt of Pupil Premium (PP)
- Children with Special Educational Needs (SEN)
- Children with English as an Additional Language (EAL)
- Young carers
- Looked after children or Special Guardianship
- Children under a Child Protection or Child in Need Plan

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we work to ensure that any gap in achievement for children within any of the above different groups is minimised.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

We give careful consideration to equality in everything that we do at Brookland Junior School. 'Due regard' ensures that we work as a school community to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

### **We eliminate discrimination by:**

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our children and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all children are given equal entitlement to success
- Tracking pupil progress to ensure that all children make good or rapid progress, and intervening when necessary
- Ensuring recruitment and personnel processes advance equality
- Listening to and seeking to understand the views and experiences of children, staff, parents and carers to evaluate our practice and plan school development.

**Advancing equality of opportunity between people who share a protected characteristic and people who do not share it by:**

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention to address any identified gaps
- Ensuring participation of parents/carers and children in school review and development
- Listening to staff, parents/carers
- Listening to children at all times
- Seeking to understand and implement best practice through the expertise of an equalities lead on our Senior Leadership team

**Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it by:**

- Celebrating and being curious about our diverse identities and experiences
- Ensuring that equality and diversity are embedded in the subject based curriculum and ethos of the school.

**Equality Objectives**

At Brookland Junior School, we are committed to ensuring equality of education and opportunity for all children, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support children, raise standards and ensure inclusive teaching, we have set the **following school development objectives:-**

**To update and rewrite our behaviour policy through a lens of equity, inclusion, relationships and share with key stakeholders**

**To use trauma informed practice to connect and build strong relationships with each child and to celebrate each child's strengths, background and interest.**

**To continue to build staff knowledge and skills in using AI and other technological tools to adapt resources and teaching.**

**To celebrate our community through a neurodiversity focus week.**

So that:

- All staff, including those new to the school, will be confident in delivering the school's SEN offer ensuring a highly consistent approach to adaptive teaching for interventions, planning, coaching and mentoring.
- Neurodiversity week will support pupils and staff in further securing a sense of belonging, community and support for highly positive outcomes and experiences for all pupils.
- Technology is used increasingly effectively to address barriers to learning for pupils.