

# Equality Objectives

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Notes	



**Brookside Primary School**

Championing Children's Potential

All Schools, along with all other public bodies in the UK, are rightly expected to offer an equal opportunity to pupils. This doesn't always mean equal experiences for all children but, in schools, one of the key priorities is to ensure that children make equal progress during their time with us.

Progress, in educational terms, is the extent to which pupils have progressed in their learning from their starting points and their capabilities.

So when we measure progress we are acknowledging that children don't all start in the same place with their learning - some may be particularly good in an area of learning or may find an area especially difficult. We track the progress of children regularly and if we spot that a group of children is making less progress than we would expect, we put measures in place to support their learning as far as possible.

The Equality Duty on schools also expects us, as far as is reasonably possible, to ensure that pupils, parents, staff and volunteers receive fair treatment within the school environment and ensure that no-one is disadvantaged due to their ethnic group, language background, gender, disability, sexual orientation, etc.

To meet all of these duties:

OAK Multi Academy Trust has an Equal Opportunities Policy which is reviewed regularly.

All of the Governing Body committees - Finance, personnel; Environment; Curriculum and the Full Governing Body - take account of equality issues in their monitoring, evaluating and strategic decision-making.

The Governors' Curriculum Committee meets termly and receives a report from the Senior Leadership Team on the progress which has been tracked within the school. Areas for development are identified and then revisited at the following meeting to look for improvements. Any significant issues arising are then reported to the Full Governing Body meeting.

The school has previously had a Disability Equality Scheme and a Gender Equality Scheme, along with action plans and an Accessibility Action Plan. These have now all been brought together under the Equal Opportunities Policy, in line with developing Government legislation.

A great deal of good work and practice is already embedded into the life of the school and the MAT. The school has many policies and ensures that our commitment to equality is reflected in these e.g. Anti-bullying (Trust-wide policy) and Behaviour Policy. Under the Equality Duty, targets will be set each year to address equality issues which have been identified and to ensure that the school is constantly striving to improve.

To see our current Equal Opportunities Policy, see the OAK Trust webpage: [OAK Academies Trust - Policies \(oaktrust.org\)](https://oaktrust.org).

If you have a concern about an equality issue and you are a pupil or parent, please speak to the class teacher in the first instance. If you are a member of staff, please speak to the Headteacher. If you are a member of the wider community, please speak to the Headteacher.

**Data will always be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.**