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# **Published Equality Information and Objectives**

**Date: July 2025**

This document outlines Broomhill Primary School’s commitment to promoting equality of opportunity within our context and school population. We have identified key areas where we excel in promoting equality and have set objectives to address the challenges we recognise.

## **School Composition and Context**

Broomhill Primary is a one-form entry primary school.

* Our student demographic is 100% white British.
* 15% of pupils are eligible for Pupil Premium funding.
* 28% of pupils are on the SEND register, including one with an EHCP and three currently undergoing the process.
* The school population is stable, with low pupil mobility.

## **Promoting Equality of Opportunity**

* All teaching and learning initiatives are tailored to meet the diverse needs of all pupils, aiming to mitigate disadvantages and vulnerabilities.
* Our uniform policy is gender-neutral, promoting equality and inclusivity.

## **Support for Additional Needs and Disabilities**

* We maintain clear protocols and targeted provisions to support pupils on the SEND register.
* The school is accessible, featuring ramps and accessible toilets.
* We actively promote positive attitudes towards disability and challenge any disablist perceptions.

## **Using Data to Set Objectives**

* We leverage data to set measurable targets and objectives that align with our school improvement plan.
* A governor is responsible for holding senior leaders accountable for closing the attainment gap for disadvantaged pupils.
* Instances of discriminatory language or bullying are recorded, reported, and tackled proactively.
* We recognise the limited exposure many of our pupils have had to broader UK contexts and prioritise learning opportunities and external visitors to address this.

## **Curriculum and Documentation**

* Our overarching Equalities Policy is published on our website, reflecting our commitment to equality of opportunity at the heart of our vision and ethos.
* The school’s “Together We Succeed” ethos underpins our efforts to promote tolerance and mutual respect.

## **Staffing and Recruitment**

* We adhere to equal opportunities practises in the recruitment and promotion of staff, ensuring a diverse and inclusive workforce.

## **Behaviour and Safety**

* Every pupil is ensured a safe learning environment.
* We follow a structured approach to address incidents of racism, homophobia, transphobia, and biphobia.
* Staff receive regular training on safeguarding and promoting equality.

## **Curriculum Provision**

* It explicitly covers issues such as tackling prejudice, promoting community cohesion, and reinforcing our core values of respect, kindness, resilience, and positivity.
* Opportunities for spiritual, moral, social, and cultural development are embedded throughout the curriculum.

## **Consultation and Involvement**

* We have mechanisms in place to gauge how pupils feel about their school experience, including surveys and focus groups.

## **Part Two: Objectives**

### **Closing Gaps**

Over the next three years, we will focus on closing gaps for pupils eligible for Pupil Premium funding and addressing any disparities within specific cohorts.

**Strategies to Employ:**

1. Continue with mixed-ability teaching to foster social capital and create an inclusive environment with high expectations for all.
2. Provide whole-staff training to enhance quality feedback, aligned with recommendations from the EEF Toolkit.
3. Maintain a high level of TA support to improve the quality and availability of constructive feedback and emotional literacy through SEMH interventions (eg Lego Therapy)
4. Utilise our trained staff to ensure pupils have the opportunity to deal with any worries or concerns, so that they do not encroach on their learning or that of their peers.

**Expected Evidence of Impact:**

* We anticipate narrowing gaps in line with our projected PPG and overall school outcomes as outlined in our School Improvement Plan.

### **Fostering Good Relations**

We will develop a mindset of inclusivity, empowering pupils to become equality champions and role models who challenge discriminatory attitudes.

**Post-Training Actions:**

* Following SLT training on protected characteristics, we will acquire relevant, pupil-friendly texts addressing differences and racism, integrating them into our assembly programme.

**Expected Evidence of Impact:**

* An atmosphere of tolerance and mutual respect within the school community.
* Increased willingness among staff and pupils to challenge intolerance or discrimination.
* Enhanced understanding of the broader cultural and religious context of the UK, articulated by both staff and pupils.
* Pupils applying principles of equality and fairness in their daily interactions.