



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.

Bramley Park Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

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.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

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4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at **Bramley Park Academy**. 'Due regard' ensures that we work towards eliminating 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 Trust's Equality Policy
 - Having a personalised curriculum offer built around their specific needs
- Ensuring that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic
- Ensuring that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly
- Having a defined behaviour management system, which will be consistently applied
- Taking all necessary steps to meet pupils' needs by using a variety of approaches, enabling our pupils to take as full a part as possible in the activities of the school
- Ensuring there is adequate access to the physical environment of the school
- Plan ongoing events to raise awareness of equality and diversity

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- Carefully monitoring bullying and prejudice and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

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

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that **Bramley Park** is seen as an integral part of the local community
- Ensuring that equality and diversity are embedded in the curriculum

Equality Objectives

At **Bramley Park**, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

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In order to further support pupils, raise standards and ensure inclusive teaching, we

have set the following objectives which are reviewed annually:

- Identify any areas of potential inequality and report to the Governing Body with the findings
- Develop the PSHCE curriculum through implementation of Jigsaw programme across the academies.
- Develop the RE curriculum through theme days which incorporate visits and visitors from across the faiths.
- Extend opportunities for all pupils to access a wide range of sporting experiences. To increase participation in sports.
- Create an effective system for recording incidences of discriminatory behaviours.
- Ensure systems guarantee swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording

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