Broom Barns Primary School Equality Objectives 2025/26

Policy and Practice						
Objective	**Activity**	**Timescale**	**By whom**	**Resources**	**Impact**	**Year 2 & 3 actions**
Ensure Equality action plan is manageable and fit for purpose.	Governors and SLT to agree AP	July 2026	SLT	Policy file	School identifies priorities and actions to be taken.	Continue to monitor policies, procedures and practice for positive impact
Staff						
All staff receive a copy of relevant equality documents as part of induction process.	Equality documents become part of induction pack.	Ongoing as new staff recruited.	DHT	Equality policy and action plan.	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job /role	On-going programme of training.
Ensure that all the GB are clear about their responsibilities in the recruitment and selection of staff.	GB members and SLT staff to complete the Safer Recruitment Training.	Autumn 2026	CoG HT	On-line course	Recruitment procedures ensure equality for candidates and recruit the best person for the role.	All staff vacancies full.
Race						
Monitor and analyse racist incidents occurring within school	Monitor the racial incident log. Look for reoccurring Patterns. Include racist incident log in CPOMS.	Termly	SLT	Racial incident log	Racial incidents are lessened	On-going
Monitor and analyse pupil attainment & progress by ethnicity	Act on any trends or patterns in data that require additional support for pupils	Termly	SLT	FS KS 1 & 2 results data	All groups of pupils make good progress	Annually
Monitor and analyse pupil's behaviour by ethnicity	Act on any trends in the data that requires additional support for pupils	Termly	SLT	Behaviour logs Behaviour policy	Improved behaviour	On-going
Disability						
Monitor and analyse pupil attainment by SEND. attainment	How well do SEND, pupils perform at the end of KS1 & 2 in comparison with all pupils?	Autumn 2026	SENCO	Pupil progress meetings	Pupil progress tracked and interventions put in place where necessary.	On-going
Review after school activities provision to	After schools activities are monitored.	Termly	PE leader	Activities registers	All groups of pupils are able to access after school	Review annually

ensure equal opportunity of access.					activities.	
To ensure all classrooms accessible and/or ramp access.	Make greater use of outdoor quiet spaces when weather permits.	On-going	Site manager	Outside tables. Non ball game resources.	Improved use of quiet areas.	Review annually
To ensure the needs of all SEND children are met when planning a school trip, special event, sports event, OSHL and wraparound care	Provision map to be updated termly. All staff to be made aware of SEND pupils. SEND pupils mentioned specifically, on risk assessments.	Termly	All teachers and other adults to make senco aware of any changes to circumstances or of additions that need to be made to the Provision Map.	Provision Map	All adults better informed on pupil's needs.	Annually update.
Gender						
Monitor and analyse pupil attainment & progress by gender	Act on any trends or patterns in data that require additional support for pupils	Summer 2026	All Curriculum leads.	FS KS 1 & 2 results data	Ensure that all pupils make good progress	Annually
Monitor and analyse pupil's take up of after school activities by gender	Act on any trends in the data that requires additional support for pupils	Spring 2026	PE leader	After school activities registers	Ensure that all pupils have access to after school activities	Annually
Disadvantaged						
Embed approaches within the curriculum to challenge inequalities	All groups	All groups	Map knowledge contexts within all subjects, ensuring there is positive representation of all protected characteristics Provide a wider range of texts to represent groups with protected characteristics	Higher proportions of pupils say that they enjoy the curriculum and learning	2025 -2026	April 2025
Ensure attainment for disadvantaged pupils is the same as for non-disadvantaged pupils*	Economic disadvantage	Pupils at risk of disadvantage	Ensure catch up premium impacts on children at risk of disadvantage	To ensure the difference diminishes between disadvantaged pupils and non-disadvantaged	2025-2026	April 2026

*Although not protected characteristics under the Equality Act 2010, our school is also committed to protect all members of our community from discrimination and harassment based on socio-economic disadvantage and appearance.