



Perseverance Respect Honesty Friendship

Equality Objectives

Date written

May 2026

Authorised by

Governors

Review Date

May 2027



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.

Brooklands Primary School 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.
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 members of our school community (pupils, staff, parents, governors and visitors) to act towards one another with 'respect' and 'friendship' (linked to our school values).

Equality Information

Number of pupils on roll at the school: 647 (at time of writing – May 2026) Age of pupils: 3 to 11

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. The Equalities Act 2010 defines these as: disability (including mental health), gender reassignment, race, religion or belief, sex and sexual orientation.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

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

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

Ethnicity

Ethnicities		
	# Pupils	% Pupils
White - British	370 	57.2%
Indian	72 	11.1%
Pakistani	42 	6.5%
White and Asian	30 	4.6%
Any Other White Background	28 	4.3%
Chinese	25 	3.9%
Any Other Mixed Background	17 	2.6%
Any Other Asian Background	14 	2.2%
Black - African	13 	2.0%
White and Black Caribbean	9 	1.4%
White and Black African	8 	1.2%
Any Other Ethnic Group	6 	0.9%
White - Irish	4 	0.6%
ORAB	3 	0.5%
Any Other Black Background	2 	0.3%
Bangladeshi	2 	0.3%
ABRI	1 	0.2%
NOBT	1 	0.2%

Gender: 49.9% male, 50.1% female

Pupils eligible for Free School Meals (FSM): 2.9%

Pupils eligible for Pupil Premium Funding – Disadvantage group: 3.86%

Pupils with Special Educational Needs (SEN) 7.6%

Pupils with English as an Additional Language (EAL): 20.7%

Young carers: 0%

Looked after children: 0.15%

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 aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

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 Brooklands Primary School. '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:

- 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 pupils 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 pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

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 Brooklands Primary School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.
- Celebrating religious and secular festivals or events, and inviting the wider school community to attend these, e.g. Lunar New Year, Holi, Easter, Book Week, etc.

Equality Objectives (2026 – 2028)

At Brooklands Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, sexuality, disability, mental health, belief, religion or socio-economic background.

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

Objective 1: Advancing equality of opportunity through enrichment and SEMH support

To advance equality of opportunity for disadvantaged pupils (including those eligible for pupil premium and adopted children) by increasing equitable access to high-quality enrichment and SEMH provision, ensuring barriers to participation are removed.

Success Measures / Implementation / Impact:

- By July 2027, $\geq 80\%$ of disadvantaged pupils will engage in at least one sustained extra-curricular or enrichment offer (baseline established Autumn 2026).
- 100% of identified pupils will access targeted SEMH or pastoral support where need is identified (e.g. nurture, ELSA, mentoring, play therapy), with provision matched precisely to need.
- Leaders will systematically identify and remove barriers (financial, social, emotional), including through subsidy, targeted invitation and family engagement.
- Termly monitoring will demonstrate:
 - Improved attendance and reduced persistent absence gap (minimum 5% reduction).
 - Reduction in behaviour incidents for identified pupils over time.
 - Pupil voice evidences increased sense of belonging, with $\geq 90\%$ reporting they feel included.
- Impact will be evidenced through case studies, provision mapping and pupil progress reviews, demonstrating improved readiness to learn and engagement.

Objective 2: Advancing equality of opportunity by reducing gender disparities in mathematics attainment

To advance equality of opportunity by reducing the gender gap in higher attainment in mathematics, ensuring that girls achieve as well as boys at Greater Depth.

Success Measures / Implementation / Impact:

- Increase the proportion of girls achieving Greater Depth in maths from 24% to at least 35% by July 2027, reducing the gap with boys (currently 41%) to ≤5 percentage points.
- Teaching will consistently reflect high expectations and equitable participation, with no limit placed on pupils' attainment due to gender.
- Leaders will ensure:
 - Targeted challenge and enrichment for higher-attaining girls.
 - Staff receive CPD addressing unconscious bias and participation patterns in mathematics.
 - Teaching is monitored through learning walks, teacher development visits and YGL leadership time, focusing on depth, reasoning and confidence.
- Termly assessment data will show accelerated progress for girls working at higher standards.
- Pupil voice will evidence increased confidence and engagement in mathematics among girls.

Objective 3: Eliminating discrimination and fostering good relations through anti-racism and gender respect education

To eliminate discrimination, harassment and victimisation and foster good relations between pupils by reducing incidents of racist and misogynistic language and strengthening understanding of equality, diversity and respectful behaviour.

Success Measures / Implementation / Impact:

- Reduce recorded incidents of racist and misogynistic language/behaviour by at least 50% by July 2027, based on behaviour and safeguarding logs.
- Deliver a planned, age-appropriate curriculum (PSHE/RSE, assemblies, wider curriculum, SRtRC) that explicitly teaches diversity, equality, respect and protected characteristics, reaching 100% of pupils annually.
- Ensure all staff are trained to consistently identify, challenge and record discriminatory behaviour, in line with safeguarding expectations.
- Monitoring will demonstrate:
 - Consistent and effective staff response to incidents.
 - Improved pupil understanding, with ≥90% of pupils able to explain racism and misogyny and how to seek help/report concerns.
 - Pupil voice evidencing a culture of safety, respect and inclusion across the school.
- Leaders will analyse trends termly to ensure timely intervention and sustained reduction in incidents over time.

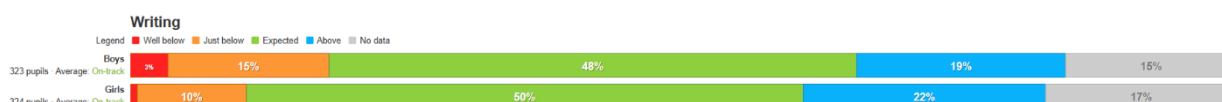
Equality Objectives (2023 – 2025) *Reviewed*

Objective 1: To continue to narrow the gap between boys and girls attainment in writing.

How this will be addressed? This gap has been narrowed and even exceeded, with – at the time of writing - 63% of boys attaining at the expected level compared to 58% of girls (minus those working at depth). The gap is in the pupils working at depth – 17% (boys) v 29% (girls). Focus will now be on closing the gap at depth measure.

Reviewed

The chart below indicates that the gap between boys and girls writing has narrowed as we have seen a 2% increase in boys at the greater depth attainment level. Writing remains a target for the school.



Objective 2: To provide a diverse curriculum offer, with each subject ensuring a broad range of knowledge, skills and perspectives, e.g. texts, artists, scientists, musicians, faiths, versions of historical events, etc.

How will this be addressed? Our School Development Plan 2023-2024 Objective 1 has a focus on reviewing and evaluating the curriculum to ensure it provides a diverse offer, representative of our school community.

Reviewed

- All subject leader action plans 2023 – 2024 had a diversity target
- Subject reviews carried out in 2023 – 2024 had a focus on diversity and how a diverse range of people can be looked at and woven into our curriculum offer
- SRtRC ran whole school workshops in Autumn 2025
- School identified the need for a new curriculum and have worked closely with Grammasaurus (Sep 2026 start) to ensure subjects are diverse and representative of both the school demographic and society in 2026

Objective 3: To ensure a broad extra-curricular offer, linked to the interests and backgrounds of our pupils with priority access for those with protected characteristics or who are vulnerable.

How will this be addressed? School will seek opportunities to provide extra-curricular clubs based on the interests/needs of groups with protected characteristics or vulnerable pupils. For example, BSL Club with priority access to those with deaf parents, links with local girls' football team Wildcats, SEND/PP given first refusal on clubs, etc.

Reviewed

- BSL club provided for pupils in 2023. Targeted at those pupils who have hearing impaired relatives at home
- 100% of Pupil Premium children and 80% of SEND pupils (from our SEND register) attended at least one extracurricular club in 2023-2024 and 2024 – 2025

- Free music lessons offered to all KS2 Pupil Premium children in 2025
- 2023-2024 and 2024 – 2025 the school took part in termly Inclusion Sports events hosted by Trafford. SEND pupils from KS1 and KS2 selected to take part
- Free girls football club for KS1 and KS2 every Friday lunchtime

Objective 4: To develop community links by celebrating significant events and festivals from a range of faiths and ethnicities.

How will this be addressed? Dates of significant events and festivals to be added to whole school calendars and dates shared with parents. Parents invited in to school to visit classrooms/run sessions during these events. Events to be recognised and celebrated in weekly whole school assemblies. Black History to transcend the month of October and be recognised throughout the year, including other ethnic minorities represented in the school beyond those of Black African and Caribbean heritage.

Reviewed

- Diwali, EID, and Lunar New Year parent coffee mornings happen annually with parents invited in to classes to share their culture and celebrate with pupils. Pupils who celebrate then choose a non-celebrating friend to attend the coffee morning / party in the school hall
- Hanukkah acknowledged across the school with a workshop in Y2 annually
- Passover workshop in Y3
- Breaking of the fast event (organised by Brooklands parents) during Ramadan takes place in the school hall annually with non Muslim parents and members of the community in attendance too
- Black History celebrated throughout the school year through assemblies (not just October) and woven into our curriculum offer too