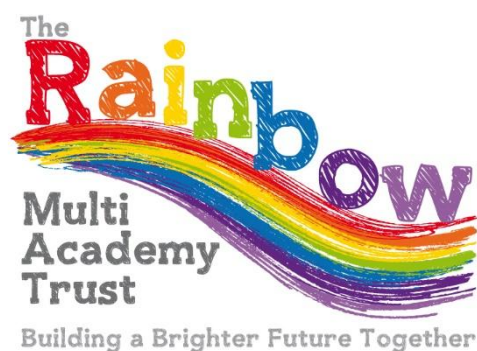




Bishop Bronescombe School

School Equality Objectives

Approved by:	Headteacher	Date: 24/04/2024
Last reviewed:	24/11/2025	
Next review due by:	24/11/2026	

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it
- Ensure all equality work is explicitly underpinned by our Christian vision *“We share our gifts and talents, and with God’s help, it can become something amazing” (The feeding of the 5000)*, promoting dignity, worth, flourishing, and courageous advocacy for every child.

2. Legislation and guidance This document meets the requirements under the following legislation:

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
 - The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: *The Equality Act 2010 and schools*.

It also reflects key expectations within the Ofsted Education Inspection Framework (2025), including promoting inclusion, safeguarding, high-quality curriculum design, and pupils’ personal development.

3. Objectives

- Promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our

school community through the PREVENT Agenda and the school's PSHE and RSHE curriculums.

- Ensure the curriculum is inclusive, representative, and reflective of modern Britain by reviewing curriculum content annually to ensure diversity in authors, role models, images, and learning materials across all subjects.
- Embed teaching that challenges stereotypes, promotes respect, and celebrates difference, supporting pupils to develop as responsible, compassionate citizens.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Monitor participation in wider opportunities (clubs, trips, leadership roles) to ensure equitable access for all pupil groups and remove barriers where needed.
- Strengthen early intervention for pupils with additional needs and ensure appropriate reasonable adjustments are regularly reviewed.
- Monitor any incidences of the use of homophobic, sexist and racist language or behaviour by children or staff in the School.
- Analyse patterns in behaviour and prejudice-based incidents, reporting findings to governors and using them to improve school systems and training.
- Promote restorative approaches that support reconciliation, learning, and relationship-building following incidents.
- Provide regular staff training on equality, diversity, inclusion, anti-discrimination, unconscious bias, and inclusive classroom practice.

- Strengthen pupil voice through school leadership groups, encouraging children to act as advocates for fairness, justice, and equality in line with our Christian values.
- Work in partnership with parents, governors, local clergy, and the wider community to promote an inclusive culture where every individual feels valued and able to share their gifts and talents.