

Brookland Federation

'Brookland Junior School'

Equality Policy



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Brookland Junior School is proud of the ethos of support, collaboration and respect for one another. We are committed to providing an appropriate and high quality education to all the children. We believe that all children have an entitlement to an accessible broad and balanced academic and social curriculum.

This document is also based on the Department for Education (DfE) guidance: The Equality Act 2010 and schools.

1. Introduction

The Equality Act 2010 introduced a Public Sector Equality Duty (PSED) which applies to all public bodies, including schools. The act defines eight different protected characteristics' which the PSED extends to, of which four are relevant to the junior school. These are:

1. Race
2. Disability
3. Sex
4. Religion or belief

Schools are required 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.

In order to show the community how the school is promoting equality, we are also required to:

Publish information to demonstrate how we are complying with the PSED at least annually

Publish equality objectives every four years.

The General Duty requires us to: Eliminate discrimination, Promote and Advance Equality of Opportunity and Foster Good Relations between people from different groups.

- We will take action to ensure equality of opportunity and we will work vigorously to combat all forms of discrimination and injustice;
- We will celebrate diversity within our school community;
- We will work to ensure that Brookland Junior School is a strong and vibrant community where everyone feels safe and valued with the opportunity to participate fully in school life.

To eliminate discrimination we will:

- Ensure that our inclusion, behaviour, anti-bullying and accessibility policies are available to all stakeholders;
- Actively challenge gender stereotypes and regularly assess differences in gender achievement;
- Offer a culturally diverse curriculum to ensure awareness of different cultural needs and customs;

- Ensure that prompt action is taken for homophobic, racist or sexist comments;
- Respect different religious beliefs and make allowances for these in the curriculum.

To promote and advance equality of opportunity we will:

- Ensure that every employee is treated fairly at work and will not receive less favourable treatment on the grounds of age, disability, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origin or any other grounds which cannot be justified;
- Ensure that our recruitment procedures reflect a non-discriminatory base as outlined below;
- We commit to removing disadvantage, meeting needs and encouraging participation with regard to individuals: including staff and service users who have protected characteristics documented in the equalities act.

At Brookland Junior School we recognise the importance of equality of opportunity for all staff and users of our public service.

To promote and foster good relations we will:

- Commit to eliminate discrimination on the grounds of age, disability, gender, marital status, sexual orientation, race, colour, nationality, ethnic or national origin or any other grounds which cannot be justified;
- Take positive action to enhance the opportunities of those who experiences discrimination or disadvantage;
- Use the strength of our partnership with parents and service users to ensure good relationships continue to evolve and develop.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community

2. How Brookland Junior School Complies with the Public Sector Equality Duty

2.1. Race

In the academic year 2024-2025, 44% of Brookland Junior School pupils were from minority ethnic backgrounds.

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Discrimination against children because of their ethnic background is considered completely unacceptable. There is no discrimination in admission to the school or in access to all aspects of educational provision, either in the classroom or in extra-curricular activities.

Equality of opportunity

Attainment data from across the school shows that Brookland Junior School pupils from minority ethnic backgrounds achieve as well or better than the majority of pupils, who are from a white British background, and make as good progress in their learning as the majority. All pupils are encouraged to participate fully in school activities, including extra-curricular clubs and trips out of school.

Any racist bullying or unkind behaviour such as name-calling is dealt with immediately and very firmly. Children and staff throughout the school are expected and encouraged to report any such behaviour to a senior leader and a record is kept of any incidents on CPOMs. Staff and governors are regularly reminded of their responsibilities under the Equality Act.

Fostering good relations

Developing children's understanding of people from a range of ethnic backgrounds and promoting tolerance and friendship are vital aspects of the school curriculum.

- PSHE lessons often focus on these aspects, for example exploring the idea that everyone is different but equal;
- School assemblies are used to promote tolerance and kindness;
- Our schools values promote the need to be kind and respectful;
- Books stocks in classes and the school library reflect a range of cultures and ethnicities;
- Our RE curriculum covers a range of religions and cultures to promote understanding of differences and similarities;

- In planning the curriculum, teachers make sure that they include multi-cultural aspects, for example studying an Eastern European and South American country. We also hold whole school cross curricular events where children learn about other countries as part of our International Day.

2.2. Disability

Brookland Junior School welcomes all students and staff without prejudice, and as such caters for a range of students and staff disability. No member of the school community is treated less favourably in any procedures, practices or aspects of service delivery because of a disability, nor will discrimination or harassment of people based on their disability be tolerated. If a disabled child is admitted to the school, we make every reasonable adjustment we can to make sure that the child has full access to the school curriculum and all activities.

The school recognises it as a duty to make reasonable adjustments to prevent a disabled person from being placed at a substantial disadvantage by any physical feature of the premises, or by any provision or practice of the school. Provision is made through occupational health referral for staff who need additional support.

Equality of opportunity

- Children with disabilities often receive support from specialist services provided by Hertfordshire County Council to remove or reduce barriers to learning and participation as much as possible. Examples in school include, visits by occupational therapists and speech therapists and other specialists to give advice to staff and parents.
- Staff receive the necessary training to enable them to support disabled pupils, such as training in supporting children with hearing or visual impairment and in managing medical conditions.
- Children with disabilities are included in all school activities such as PE lessons, clubs, out of school trips and residential school trips.
- Any bullying or unkind behaviour towards disabled pupils such as name calling is dealt with promptly and very firmly (refer to behaviour ladder).

Fostering good relations

The school promotes a positive attitude to people with disabilities

- Developing an understanding of Disability is part of the PSHE curriculum

- Books stocks in classes and the school library contains a range of books that teachers can use to help children in this respect

2.3. Sex

Brookland School acknowledges the difference between gender and sex, and, will regard both as protective characteristics. We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of work on account of their sex or gender, nor will discrimination or harassment of people based on their sex or gender be tolerated.

Brookland Junior is a mixed school. On 12th March 2025, there were 154 girls and 179 boys on roll. All activities and opportunities at the school are open to both girls and boys.

Equality of opportunity

- Brookland Junior school closely monitors the attainment and progress rates of pupils as part of this we compare the attainment of boys and girls looking for any trends.
- The relative attainment of boys and girls at the end of Key stage Two (year 6) varies from year to year with no discernible pattern and the same is true of relative progress rates of boys and girls from different year groups across the school.
- All school activities including PE lessons and extra-curricular clubs and teams are open to both boys and girls, we have a mixed netball and football teams.
- In planning our teaching, we make sure that the children learn about the achievements of both men and women, and we choose books with both male and female role models.
- Any sexist language is challenged and sexist stereotypes are discussed as part of PSHE lessons.

Fostering good relations

We try to minimise the gender divide that some primary children feel by encouraging boys and girls to work and play together. We very rarely group children by gender in the classroom and mix boys and girls up in classroom seating, lining up, teaching groups, taking the register and PE activities.

As an employer, we recruit solely on the basis of qualification, experience, personality and best fit for the school and its pupils, not sex or gender

2.4. Religion or belief

Brookland Junior School is a multi faith school with a diverse population of pupils from many different faiths, including Christian, Catholic, Buddhist, Hindu, Jainism, Jehovah's witness, Muslim, Sikh amongst a few.

Discrimination against the school community because of their religious background is completely unacceptable. There is no discrimination in admissions, and all activities and experiences in school are open to children of all faiths or no faith.

Equality of opportunity

- Any unkind behaviour or bullying related to religion would be very firmly dealt with in line with the school's Behaviour and Anti-Bullying Policy.
- Any dietary needs related to religion are accommodated
- Any celebrations held within school that relate to a religious belief are accommodated.

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- We follow the Hertfordshire Approved Syllabus for RE. Pupils learn about the majority of faiths and are taught to respect other people's beliefs and traditions. As part of RE children normally visit a number of different places of worship, including for example Christian churches, a mosque etc and also have visits from people of sikh and humanist faiths
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, PSHE and other areas of the curriculum
- Working with our parents, this includes an annual International Day in which children are encouraged to dress in their national dress and participate in activities relating to different countries throughout the day. At the end of the day, parents are invited to bring in national foods from their cultures to share with the Brookland Junior School community. International Day is a day that the whole school community enjoys.
- Significant festivals from a number of different faiths are marked, either in assemblies or lessons, and representatives of different faiths occasionally visit the school.

- School Council is made up of children from across the classes and year group and meets regularly to discuss and implement initiatives for all children at Brookland Junior School.

If you have any concerns or questions relating to the equality issues, please come and discuss them with the Executive Headteacher or Head of School.