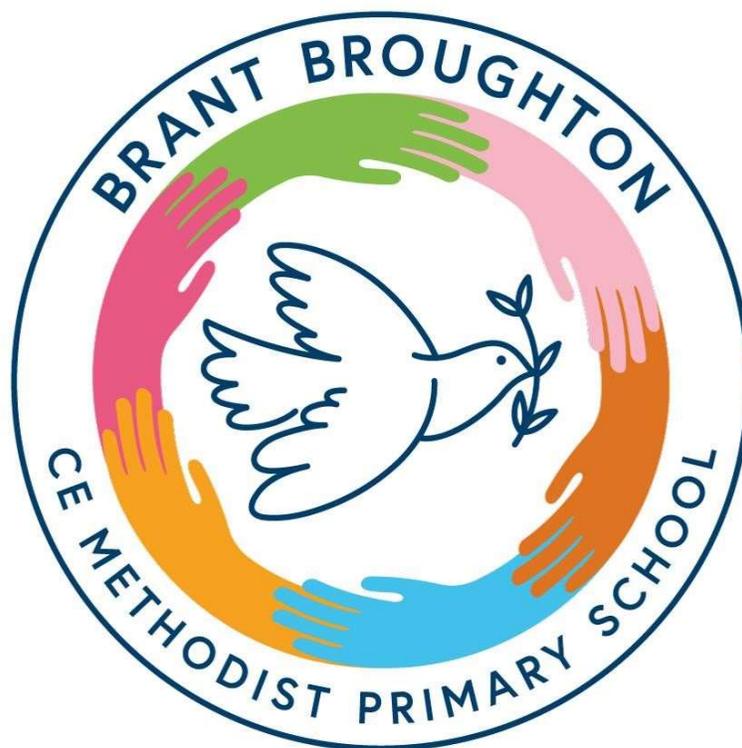


Brant Broughton Church of England Methodist  
Primary School



Equality Objectives  
May 2024

Equality objectives at Brant-Broughton Church of England and Methodist Primary School are driven by our school vision:

**Our inclusive church school celebrates each person and makes sure that everyone is known and valued. An ambitious and engaging curriculum strives to lay strong foundations to prepare pupils for their lives now and in the future. In the spirit of ubuntu (I am because we are) we travel together, discern possibilities and act in hope so that each person flourishes.**

These objectives should be read alongside: Brant-Broughton Church of England and Methodist School Equality Policy

### **Objective 1**

All learners are of equal value We see all learners and potential learners, and their parents and carers, as of equal value: • whether or not they are disabled • whatever their ethnicity, culture, national origin or national status • whatever their gender and gender identity • whatever their religious or non-religious affiliation or faith background • whatever their sexual identity **Objective 2**

We recognise and respect difference Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take into account differences of life-experience, outlook and background, and the kinds of barrier and disadvantage which people may face, in relation to: • disability, so that reasonable adjustments are made • ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised • gender, so that the different needs and experiences of girls and boys, and women and men, are recognised • religion, belief or faith background • sexual identity

### **Objective 3:**

We foster positive attitudes and relationships, and a shared sense of cohesion and belonging We intend that our policies, procedures and activities should promote: • positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people • positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents • mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment

### **Objective 4:**

We observe good equalities practice in staff recruitment, retention and development We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development: • whether or not they are disabled • whatever their ethnicity, culture, religious affiliation, national origin or national status • whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity

**Objective 5:**

We aim to reduce and, where possible, remove inequalities and barriers that already exist. We take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between: • disabled and non-disabled people • people of different ethnic, cultural and religious backgrounds • girls and boys, women and men

**Objective 6:**

We consult and involve widely We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve: • disabled people as well as nondisabled • people from a range of ethnic, cultural and religious backgrounds • both women and men, and girls and boys • gay people as well as straight • transgender people

**Objective 7:**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of: • disabled people as well as non-disabled • people of a wide range of ethnic, cultural and religious backgrounds • both women and men, girls and boys • gay people as well as straight • transgender people

Written May 2024

Review Date May 2028