



*Our Best Preparation for Tomorrow
Is Doing Our Best Today*

Westbrook Old Hall

PRIMARY SCHOOL



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Equality Objectives

Policy Date: 27.04.2022

Review Date: 27.04.2023

Equality objectives

Objective 1: To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.

To be achieved by September 2022

Why we have chosen this objective: To eradicate prejudice in relation to protected characteristics

To achieve this objective, we plan to: review the whole school approach to the curriculum

Progress we are making towards this objective:

The school has reviewed its curriculum and has updated the curriculum to ensure it is broad and balanced and meets statutory requirements. The curriculum has greater context for the children and reflects the equality and diversity issues of modern-day society. Focus is now being given to update the SMSC Curriculum and associated policies.

Objective 2: To narrow the gap between Pupil Premium children and non-Pupil Premium children

To be achieved by September 2022

Why we have chosen this objective: PP are underperforming when compared to non-PP children

To achieve this objective, we plan to: review and update learning and teaching for PP children

Progress we are making towards this objective:

Three level 2 teaching assistants work closely with pupil premium children from Reception to Year 6. The focus in the Reception, Y1, Y2 and Y3 is on reading and phonics. In Y4 and Y5 the focus is on writing, reading and maths.

PP TAs support children in the class during the morning and withdraw small groups of PP children first thing in the morning, during the afternoon and during assemblies.

Objective 3: To ensure the school can support and provide an appropriate environment for trans gender or gender variant children through the introduction of a toolkit

To be achieved by September 2022

Why we have chosen this objective: To ensure all children's rights are respected and valued

To achieve this objective, we plan to: introduce a toolkit to facilitate delivery

Progress we are making towards this objective:

The PSHE curriculum re-enforces the value of acceptance and tolerance of differences. This is consolidated through themed weeks such as Anti- Bullying Week. The school has children who are either transgender/gender variant themselves or who have siblings who are transgender/gender variant. Our PSHE Lead will undertake training from the proud Trust in May 2022.

Objective 4: Increase the representation of staff from local black and minority ethnic communities over a 4-year period

To be achieved by September 2023

Why we have chosen this objective: the school has only a small minority of staff from local black and minority ethnic communities

To achieve this objective, we plan to: review recruitment and selection processes

Progress we are making towards this objective:

The governors are aware of the need to recruit staff of a more diverse background but have stated that candidates will always be chosen on ability – selection and recruitment processes will always focus on

this. The governors will need to ensure all adverts reflect the equality agenda and that candidates from local black and minority ethnic communities are encouraged to apply.

Objective 5: *Train all members of the SLT, the office manager and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

To be achieved by September 2022

Why we have chosen this objective: the school needs to review and update Safer Recruitment training for members of the SLT, the Office Manager and the governors.

To achieve this objective, we plan to: access Safer Recruitment training

Progress we are making towards this objective:

SLT, the Office Manager and governors will be trained on Safer Recruitment.

Monitoring arrangements

The governors will update the equality information we publish, at least every year.

This document will be reviewed by the governors annually.

This document will be approved by the Full Governing Body

