

Equality Objectives

Westbrook Old Hall Primary School



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

Westbrook Old Hall
PRIMARY SCHOOL

Approved by:
Policy and
Personnel
Committee

Date: 25/01/18

Last reviewed on: 03/03/21

Next review due by: 04/03/22

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 2021

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 is now updating the curriculum to ensure it is broad and balanced and meets statutory requirements. The school is working with the consultant, Chris Trevor, so that the new 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. Progress was halted due to school closure.

Objective 2: To narrow the gap between boys and girls in English/Reading and Writing

To be achieved by September 2021

Why we have chosen this objective: Boys are underperforming when compared to girls

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

Progress we are making towards this objective:

The school reviewed its teaching and learning of reading through a lesson study approach with a focus on boys' pupil voice. External consultants such as Mike Cain and EY2P, have been brought into school to improve pedagogy and upskill staff –the school has a focus on Mastery

For writing in 2018-2019 boys only outperformed girls in 1/6 classes. The school is now in the process of reviewing its writing pedagogy and is working with the English consultant, Mike Cain, on improving outcomes through Writing for Mastery. This strategy is a continuing focus area for the school. In Reading and Maths outcomes are 3/6 better. Progress was halted due to school closure.

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 2020

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 school has staff trained in Stonewall and access to the appropriate resources. 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 Stonewall trained staff have led lessons to cohorts impacted to ensure greater understanding and to foster an appropriate environment.

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

To be achieved by September 2022

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 staff 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 has converted to an academy and needs to review governance

To achieve this objective, we plan to: update governor knowledge and skills base through CPD from the academy

Progress we are making towards this objective:

The school is now part of the OMEGA Multi-Academy Trust. All leaders and selected governors have been trained up on recruitment and selection with the NSPCC

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