

West Hill Primary School – Equality Objectives 2025-2028

Objective	Actions and who will be involved?	Person responsible	Timings
To monitor and analyse achievement by race, gender and disability, and act on any trends or patterns in the data that require additional support for children.	- Termly attainment monitoring including that of groups of pupils shared with staff and governors - Pupil progress meetings to plan actions based on performance of groups of pupils - Adjustments to interventions / OAIP according to identified need - Liaison with parents as required	Headteacher SENDCo Class teacher	Termly Data analysis, scrutiny governors through FGB meetings
Improve knowledge, skills and attitudes to enable children to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.	- Provide annual staff training in all aspects of equality & diversity to support staff understanding and awareness - Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc - Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity - Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups - Ensure the school calendar, and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBT History Month, International Women's Day etc, and trips to a range of places of worship	Curriculum subject leaders especially RE, History subject leaders Headteacher All staff	Ongoing
Monitor and track incidents of bullying, prejudice and racism, including reporting incidents to the local authority. Reviewing the common themes, using data to understand the link between incidents and irregular attendance, and adjust our curriculum and intervention in response.	- Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc - Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups - Respond to world news/current affairs issues (related to any individuals/protected characteristics) through collective worship (Picture News) or PSHE sessions - Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values	Headteacher monitored by Governors RE subject leaders British values and PSHE subject leaders	Behaviour and safeguarding Reports to governors through FGB Cycle of collective worship. Ongoing