

West Lea School - Equality Objectives 2021/2022

Target	Impact	Strategies	Time	Resources
Ensure all staff and Governors are aware of the Equality Act (2010) and their responsibilities to comply with the Act. They are aware of different forms of discrimination and the implication of the term “reasonable adjustments” and what this means in practice.	All staff and Governors are aware of the implications of the Equality Act on their attitudes and work. Reasonable adjustments are in place for all pupils, staff and Governors	Information awareness training is made available for all staff and Governors	Summer 2022	Time for training and costs associated with external trainer (as appropriate)
To monitor pupil attendance data by protected groups and any trends or patterns identified and swiftly recognised and investigated. Governors to have a clear role in monitoring and evaluating this data and this analysis will feed clearly into school improvement planning.	Analysis of attendance data will highlight any trends/patterns so that any trends/patterns will be recognised and investigated.	Attendance data will be monitored by protected characteristics and there will be clear monitoring and evaluation by Governors	Ongoing	System set-up will allow for this breakdown
To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement. Consideration will be given to curriculum access and academic progress, representation in school events such as class assemblies and the School Council and analysis of student participation in different school activities.	All pupils will be involved in a range of school activities and all protected groups will be represented as appropriate/desired All pupils will have access all aspects of the curriculum and progress will be monitored. An appropriate range of qualifications will be offered	Pupil and parent voice to be gathered on a termly basis Representation at school events, assemblies and School Council will be monitored Participation in extra-curricular activities and trips will be monitored Review of qualifications offered	Ongoing	Planned programme of surveys Representation monitoring by appropriate staff Ongoing review of suitable qualifications offered
The school takes part in annual events such as Deaf Awareness Week, Holocaust Memorial Day, Respect, Black History Month or LGBT (Lesbian, Gay, Bisexual, Trans) History Month to raise awareness of equality and diversity.	Through a range of highlighted “days” all pupils will be aware of equality and diversity in our society	The school actively makes students aware of discrimination and its effects. Audit of the school curriculum to illustrate how it actively fosters good relations between people, tackles prejudice and promotes understanding.	Ongoing	Co-ordination across all school phases

The implementation of the above objectives will be monitored via the ‘Pupil Welfare and Development’ Committee of the Governing Body, which meets every half-term. Objectives are reviewed annually, inline with school development priorities.

Senior Leader Responsible – Renee Flourentzou