

West Lea School - Equality Objectives 2022

Target	Impact	Strategies	Time	Evidence of progress
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	Governors and staff received training on the implications of the Equalities Act. This was delivered for staff as part of whole school Inset in Sept 21. Ongoing training on reasonable adjustments has been delivered for staff through CPD. Th school has signed up to Enfield’s Inclusion charter demonstrating our commitment to the 8 principles of Inclusion.
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	Reports have been produced for the Pupil Welfare and Development Committee.
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	Curriculum has been designed to ensure equal access to a broad and balanced curriculum for all pupils (regardless of pathway). Pupils across KS4/5 received a wide range of qualifications https://westleaschool.co.uk/our-prospectus/performance/ Pupils surveys Consultation with Pupils Parent surveys (every progress meeting and when consulting on key matters e.g. curriculum, behaviour) Consultation with Parents School council minutes Clubs programme and registers Parent coffee mornings, workshops and consultation events (supported by translators where possible)
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	The school promoted equality and diversity through a planned celebration/awareness raising calendar and assemblies Personal Development 21-22.xlsx The wider school curriculum, including RE and PSHE/RSE also focuses on promoting diversity and inclusion.

<p>To increase the number of young people with SEND in employment, including those with complex needs.</p> <p>To support employer partners to be 'Disability Confident' by encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.</p> <p>To move from a level 2 Disability Confident employer to Level 3.</p>	<p>More young people with SEND in employment (retain/improve our 80% success rate).</p> <p>Local employers are better equipped to support, recruit and retain employees with SEND (retention data remains at 90% and above).</p>	<p>Continue to offer high quality internships to young people with SEND.</p> <p>Offer and deliver disability awareness training for employers.</p> <p>Support them with 'on the job' training to ensure their staff and practices are inclusive.</p> <p>Action next steps to move West Lea from a Level 2 Disability Confident employer to a level 3.</p>	<p>Ongoing</p>	<p>Over a 5 year period, approx. 80% of young people on our Supported Internship have secured employment, with 92% job retention.</p> <p>https://westleaschool.co.uk/our-prospectus/performance/</p> <p>This is significantly above the national average and the data has supported Enfield Council to meet their own equality objectives.</p>
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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