

Bourne Westfield Primary Academy



Equality Information and Objectives Plan

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| Date created | |
| September 2024 | |
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Equality Objectives 2021-2025

The Equality Act 2010 requires schools to publish specific and measurable equality objectives as based on our analysis of data and other evidence. Our equality objectives focus on those areas we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Please refer to the KAT Equality and Objectives Policy for further information.

| | Aim | Action to be taken | Impact |
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| 1 | To ensure that staff currently on maternity leave are kept in touch with developments in policy and practice. | Assign a member of SLT to have regular KIT conversations and plan KIT days. | Staff currently on maternity leave feel informed and reintegrate quickly on their return so that there is no detriment to pupils learning. Staff return seamlessly into their roles and are happy with given hours. |
| 2 | To develop all pupils' understanding of British values and protected characteristics. | <p>To have a high focus on the working of the school council, how democracy works and how laws passed in our country.</p> <p>To maintain an active display showing the working of the school council.</p> <p>To have a robust programme of assemblies which cover BV and PC.</p> <p>To continue to visit places of worship to develop understanding of different cultures and faiths.</p> | <p>All pupils will have an increased understanding of the British Values and protected characteristics and how they apply at Westfield.</p> <p>All pupils will have a greater awareness of the actions of the school council.</p> <p>All pupils will show a greater appreciation of different races and cultures.</p> |

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| 3 | To raise awareness of hidden disabilities to increase pupils' and staff understanding of barriers to learning and relationships. | <p>Awareness days/weeks shared in school.</p> <p>Assembly timetable planned to ensure coverage.</p> <p>PSHE curriculum to cover hidden differences and tolerance of others.</p> <p>Staff training on ASD (in particular girls masking)</p> <p>Solihull parenting course.</p> | <p>Staff adapt interactions to ensure inclusion and maximise progress.</p> <p>Reduction in triggers for children with hidden disabilities and therefore less behaviour incidents at home and school.</p> |
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