

West Ham Church School Equality Objectives: 1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not

Date: MAY 2019

			Equality Strand (protected characteristic)									
Objective	Current situation	Result of objective	Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/ improvement plan	Actioned by: (date)
To identify all staff and children with disabilities	Review disability information.	4 staff identified. Risk assessments to be updated. Newly identified staff to have risk assessments carried out and OHP referral if required. Duties changed accordingly. Other staff aware of situation	X							SLT	Vision SEN Policy Personnel Procedures Health and Safety policy	
To analyse data re: Pupil Premium, gender and ethnic difference in - school data.	Data being collated for all subject areas.	Analyse data. Interventions to be implemented or reviewed if necessary.		X	X					DATA TEAM & PHASE LEADERS	Vision Personnel Procedures	
To monitor and analyse the provision for different religions so that all feel included	All religions respect each other.	Pupils of all religions report that they feel included. Quiet areas is a part of all classrooms.			X	X				RE CC	Vision SIAMs Personnel Procedures	
To improve communication between teacher, TAs, intervention staff and teachers	Staff liaise with each other.	Communication takes place between groups	X	X	X	X		X	X	SENCO	RE policy Vision Personnel Procedures	

To inform and educate parents on SEND	Meetings for parents are held as necessary with outside provider.	Parents and children are more equipped and able to have a more harmonious home life and their child is helped to progress	X	X	X	X					SENCOs		
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Equality Objectives: 2. Foster Good Relations between people who share a protected characteristic and people who do not.														
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Objective	Current situation	Result of objective	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)		
To foster good relations between all disabilities	All are included and treated equally.	Paid leave for appointments. Authorised absence for children. Annual review for SEN children	X							SLT	SEN policy Attendance			
To promote ethnic groups and equal opportunities for all genders and disability	Monitor clubs to ensure all ethnic groups, genders have the opportunity to join any club, i.e. football and basketball.	Boy and girls attend both clubs. Training offered to all staff	X	X	X	X		X	X	SLT	Equality policy Personnel policy			
To promote tolerance and integration through awareness of each other	There is a mutual respect for all. West Ham Church School is a Right Respectful School.	Visit places of worship for all religions, for understanding of each other				X				RE	RE policy PSHE policy Vision Right Respectful policy			

Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by the Equality Act 2010

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To embed West Ham Wellbeing throughout the school to enhance emotional and social development	2 members of staff trained and in turn train school staff Staff use West Ham Wellbeing procedures. Senior Leadership Team monitor staff wellbeing.	Highlight any children that are vulnerable and use school procedures to eradicate problems. Staff wellbeing - high	X	X	X	X	X	X	X	MN AND KJ	West Ham Wellbeing PSHE policy Staff Code of Conduct & Staff handbook	
To raise awareness and work to prevent radicalisation	All staff and the Governing Body have been trained by external provider on PREVENT Training also provided for parents	All staff are aware of risk and know procedures to highlight any child / family that is a concern. Parents more aware of issues re:radicalisation.			X	X				FLA	PREVENT Child Protection safety policy	