

Whitegrove Primary School Equality Objectives 2024-2028 V 2 December 2024

The objectives which we identify represent Whitegrove's priorities and are the outcome of careful consideration of school data and evidence including feedback from parents and pupils. They also take into account national and local priorities and issues.

See our School Development Plan, SEND action plan, Pupil Premium plan, PHSE policy and Promoting British Values Statement and Equality Duty policy.

Objective	Intent	Implementation	Impact / Success criteria	Monitoring arrangements	By when	By whom	RAG and progress
To actively promote our PHSE curriculum with our wider school community and ensure that it is fit for purpose for the children of Whitegrove in today's world.	To ensure the wider school community support the school aims and objectives regarding respect and our 6R's so there is equality for all. Ensure that the relevant topics are taught using modern and relevant resources in a timely fashion.	Create a PSHE leadership group to lead the PSHE curriculum. Identify aspects to be changed and identify new resources. Promote cultural differences and unconscious bias as a staff group, then with pupils and activity across our parent/ carer group.	The PSHE curriculum has been revised so it is fit for purpose in the 2020s. Staff have considered the timing of SRE lessons in each year group and new resources for supporting learning in SRE has been bought and is in use.	PSHE leadership team to monitor plans and undertake pupil and parent voice regarding the changes. Feedback to nominated governor	Begin in January 2025. Complete PSHE review by August and start working from the new curriculum from Sept 2025.	All teachers supported by the PSHE leadership team	
To improve the whole school community's understanding of relevant diversity matters. Embed the concept of Everyone's welcome at	Ensure appropriate role models, resources and cultural bias is apparent throughout the curriculum. Raise	Implement resources, training and development for all staff, teaching and non-teaching. Ensuring	Unconscious bias is continuous throughout the Whitegrove community of staff, governors, parents, and	HT and nominated Governor to liaise with the leadership team	Begin Nov 24 and input is weekly via lessons	HT Senior leaders	

Whitegrove and the 'No outsiders' curriculum within the taught and extra-curriculum., e.g. assemblies,	profile of equality and equity at our school.	appropriate curriculum content is included at all stages and in all subjects.	pupils. Racism, inequality issues and diversity matters are reported effectively across the school and there is a raise in reporting, investigation and intervention. The Whitegrove community understands diversity matters and its impact. Visitors and stakeholders all report being made to feel welcome. Prejudice of all kinds is reduced.	about the No outsiders work. HT to undertake pupil voice.	and assemblies.		
To promote the Equality Act 2010 and UN convention across the school community including broader aspects of school life, e.g. leadership responsibilities, school parliament, school clubs and access to trips.	To develop an understanding of the challenges facing those recognised under the equality Act and UN convention. To be aware of under represented groups within the school, for example SEND chn on the school parliament.	Develop themed weeks and opportunities for pupils and staff to experience the challenges still facing those labelled as disabled or disadvantaged across our society.	Staff, governors & pupils Know how to support Equality as a citizen in the UK. All children have the opportunity to represent the school in leadership roles and in ambassadorial roles. Every child has the opportunity to join trips, clubs and residential.	UN rights respecting lead/ HT/Nominated Governor to have termly check ins with senior leaders.	Begin in Sept 24 and revisit regularly	HT SENCo All staff	