

## Meeting the Public Sector Equality Duty at West Hampstead Primary School 2018 – 2022 Equality objectives

	<b>Curriculum</b>	<b>Knowledge &amp; Use of Data</b>	<b>Ethos &amp; Environment</b>
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	<ul style="list-style-type: none"> <li>• School curriculum build on active citizenship and PSED</li> <li>• RE curriculum (Discovery RE)</li> <li>• PHSE curriculum built on the Golden model</li> <li>• Annual anti-bullying week</li> <li>• Black history teaching through the curriculum areas</li> <li>• Assemblies, for example disability awareness (March 2018) and SEAL based weekly assemblies</li> </ul>	<ul style="list-style-type: none"> <li>• Identification and understanding of characteristics of the groups making up the school community.</li> <li>• Awareness and understanding of groups within the community.</li> <li>• Collect &amp; use data on incidents of bad behaviour including bullying</li> </ul>	<ul style="list-style-type: none"> <li>• Equality embedded in the school motto 'together we achieve'</li> <li>• Curriculum based on active citizenship and sense of self</li> <li>• Staff training on PSED/PSHE/Golden model</li> <li>• Behaviour policy</li> <li>• Active pupil leadership scheme – school council, playground friends, sports</li> <li>• Regular assemblies about community values (SEAL)</li> </ul>

	<b>Curriculum</b>	<b>Knowledge &amp; Use of Data</b>	<b>Ethos &amp; Environment</b>
<b>Advance equality of opportunity between different groups</b>	<ul style="list-style-type: none"> <li>• Representation of protected categories in curriculum materials where appropriate, e.g. a range of races and cultures in texts.</li> <li>• Units of work across the curriculum, which teach about different groups, e.g. 'Going to school' in Y2, stories from other cultures in all years</li> <li>• Assemblies on themes such as cooperation, conflict resolution.</li> <li>• Learning is differentiated to take into account a range of skills (daily planning)</li> <li>• Golden model</li> <li>• PHSE curriculum</li> <li>• SRE curriculum</li> <li>• Action to engage boys in writing from EYFS through to Y2</li> <li>• Trips and activities in school are accessible to all</li> </ul>	<ul style="list-style-type: none"> <li>• Data analysis on attainment of different groups</li> <li>• Data on school population maintained and analysed.</li> <li>• Data on attendance analysed.</li> <li>• Data used to improve outcomes for targeted children/families</li> <li>• Record, monitor and analyse data about behaviour and bullying.</li> <li>• Share data and analyses with governors.</li> <li>• Data from parent surveys and pupil voice analysed, outcomes acted on and impact evaluated.</li> <li>• Progress of pupil groups tracked, data analysed, action taken and impact evaluated.</li> <li>• Groups of children offered interventions to improve outcomes. Impact evaluated.</li> <li>• All analyses of data on groups used to reduce gaps in attainment and progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Training for all staff (Equalities, safeguarding, managing behaviour)</li> <li>• Representation of different groups in displays and resources</li> <li>• Representation of Equalities agenda in displays and resources</li> <li>• Action to promote engagement in activities from all groups</li> <li>• Support for pupils to attend school journey and overnight trips as part of curriculum entitlement</li> <li>• Visible role models representing the equality agenda e.g. visit to assembly from disabled sportsman</li> <li>• Open access schemes such as sports leaders</li> </ul>

	<b>Curriculum</b>	<b>Knowledge &amp; Use of Data</b>	<b>Ethos &amp; Environment</b>
<b>Foster good relations between different groups</b>	<ul style="list-style-type: none"> <li>• Global curriculum –build knowledge about life in different countries</li> <li>• Trips e.g.</li> <li>• Knowledge about different races/cultures through History and Geography topics (e.g Europe and Ancient Egyptians Y4, West Hampstead a World school Y3)</li> <li>• Learning about festivals</li> <li>• Extended schools and sports activities</li> <li>• Assemblies promoting respect between different groups</li> <li>• International evening</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of different groups within school and local community</li> <li>• Monitor behaviour and analyse outcomes. Evaluate impact of actions arising.</li> <li>• Record incidents of bullying and racism. Analyse data, take action and evaluate impact.</li> <li>• Track attendance at extra curricular activities.</li> </ul>	<ul style="list-style-type: none"> <li>• International evening</li> <li>• Assemblies cover celebrations in different cultures.</li> <li>• Resiliency work</li> <li>• Displays, website, prospectus, parent screen</li> <li>• Using positive language</li> <li>• Using clear English</li> <li>• Providing information in community languages or providing translation when indicated.</li> </ul>