



Whitby Heath Primary School Equality Objectives – to be reviewed March 2026

Objective	Actions to be taken	By Whom	Resources
To ensure that the aims and objectives in the Equality Policy are met	<p>Regular, annual review of the policy, following discussion with stakeholders.</p> <p>Monitoring of Equality & Diversity within teaching and learning as part of the regular Self Evaluation Review Cycle.</p> <p>Regular meetings to be held with staff and Head to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SENd and G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process</p>	<p>SLT</p> <p>Teaching Staff</p>	<p>SLT meeting time</p> <p>Pupil progress meetings</p>
To promote equality and tackle discrimination	<p>Regular, annual review of the policy, following consultation/ discussion with stakeholders.</p> <p>Racist incidents are to be recorded and reported to the LA.</p> <p>Incorporate global links and links to other cultures in our themes.</p> <p>Curriculum enrichment activities – visit to places with a variety of cultural and ethnic backgrounds.</p> <p>Regular meetings to be held with staff and Head to assess children’s progress, identify any barriers to learning that may have been created by race, gender, sexuality, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process</p>	SLT	<p>Curriculum Enrichment/ Budget</p> <p>Pupil progress meetings</p>
To meet our general needs to promote disability equality throughout the school	<p>Regular, annual review of the policy, following consultation/ discussion with stakeholders.</p> <p>Monitoring of teaching and learning as part of the regular Self Evaluation Review Cycle.</p> <p>Regular meetings to be held with staff and Head to assess children’s progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process.</p> <p>Positive role models in assembly topics, reading materials and resources.</p> <p>As part of our data collection exercise each September, add a section to our form to ask parents to make us</p>	SLT	Pupil progress meetings

	<p>aware of any disabilities they or their children have, of which we need to be aware.</p> <p>Staff are to be asked to make us aware of any disabilities they had which they felt needed consideration. We will then ensure our disabled staff have regular meetings with their line manager to discuss how the school can best enable them to work</p> <p>We will explain to parents, staff and pupils why the information about disability is needed.</p>		
<p>To meet our general needs to promote gender equality throughout the school</p>	<p>Regular, annual review of the policy, following discussion with stakeholders.</p> <p>Monitoring of teaching and learning as part of the regular Self Evaluation Review Cycle.</p> <p>Regular meetings to be held with staff and Head to assess children's progress, identify any barriers to learning that may have been created by race, gender, disability (SEN & G&T) and background and then plan and carry out interventions as appropriate. These interventions are then to be monitored under the same process.</p> <p>Positive role models in assembly topics, reading materials and resources.</p>	SLT	Pupil progress meetings
<p>To raise staff and governors' awareness of equality and diversity</p>	<p>Share Equality Objectives and Inclusion Policy at Staff and Governors' meetings.</p>	SLT Governors	Staff/Governor Meetings
<p>To raise pupil awareness of equality and diversity</p>	<p>School Ambassadors to add equality and diversity as a regular agenda item.</p> <p>School Ambassadors to report back to classes in a variety of methods.</p> <p>Equality and Diversity to continue to be discussed with children as part of PSHE and across the curriculum.</p> <p>Equality and Diversity to continue to be discussed with children as part of assemblies.</p>	School Council SLT	School Ambassadors meetings PSHE lessons Assemblies
<p>To ensure that all children gain the knowledge to prepare them for the next stage of their learning and to</p>	<p>Providing the highest standards of teaching and learning and SEN support.</p> <p>Use school data rigorously to identify underperformance of ethnic minority groups, SEN groups and gender groups. When underperformance occurs, we will take action to address the issues.</p>	SLT	Pupil progress meetings

<p>leave school culturally sensitive, tolerant and respectful of difference</p>			
<p>To help children to fulfil their potential by supporting families and focussing support on improving the lives of the most vulnerable children; including those who experience bullying and exclusion</p>	<p>Invest in the highest quality staff and training to support our most vulnerable pupils.</p> <p>Implement an antibullying programme to ensure that bullying is dealt with swiftly and children and families are involved in the process.</p> <p>Minimise incidence of exclusion by working with the children and families. Work with partner primary schools in the locality to reduce the incidence of permanent exclusion by applying the Cheshire West Fair Access Protocol.</p>	<p>SLT</p>	<p>Pupil progress meetings</p>
<p>To improve accessibility of marketing and liaison with both existing and prospective parents</p>	<p>Produce prospectus and publicity materials in enlarged print or braille where possible.</p> <p>Improve access to the website for people with visual disabilities.</p>	<p>SLT</p>	<p>Prospectus Website</p>