



Equality Objectives Statement

2017 - 2021



Western House Academy is committed to equality. In this respect:

- We ensure that everyone in school is treated fairly and with respect.
- We recognise that people have different needs and that treating people equally does not always involve treating everyone in exactly the same way.
- We ensure that school is a safe place for everyone.
- We consult with people from different groups and involve them in our decision making.
- We recognise that extra support is needed for some pupils to help them achieve their full potential and be successful.
- We follow a set of 10 values that are threaded through all of our school community (***Tolerance, Ambition, Courage, Curiosity, Friendship, Teamwork, Resilience, Honesty, Positivity and Respect***)

Western House Academy is committed to meeting its duties to the community and acknowledges that we have statutory duties to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Improve equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it (this could include parents, pupils, staff members of the community)

Equality Objective One: By the end of the 2016-17 school year, the percentage of disadvantaged children in Key Stage 2 achieving expected in reading, writing and maths will increase from 25% to at least 45%, and to national standard by the end of 2017-18

- Data is analysed by the Senior Leadership Team, Team Leaders and teachers in pupil progress meetings three times a year for each cohort. Any areas causing concern are then addressed and steps put into place with any groups or individuals requiring intervention.
- Termly meetings with other stakeholders; these include governors, parents and Academy Performance Committee (Multi-Academy Trust board level)
- Incorporating targets for disadvantaged children in to performance management for teachers
- Robust monitoring by pupil premium champion and a strategy for the future developed. In 2015 there was significant improvement in diminishing the difference and in Years 1, 2, 3 there were no gaps between disadvantaged children in reading, writing and maths.

Equality Objective Two: The attendance rates for Disadvantaged children in the school will improve to meet the whole school target of 96%

- The pastoral team meet weekly to discuss issues for vulnerable groups
- Establish an Attendance Team who will monitor the attendance for all groups.
- Make contact with vulnerable families
- Offer support for hard to reach families
- Employment of a Child and Family Support Officer to work with families and establish links with outside agencies to support vulnerable families

Equality Objective Three: By July 2017, the children, staff, governors and parents will feel confident in responding effectively to prejudice-related bullying, as shown by creating an 'Anti Bullying Charter'

- All stakeholders will respond on what constitutes bullying and how Western House Academy will deal with bullying.
- Children, parents and governors will create the charter
- The charter will be shared with all stakeholders

- Any prejudice-related bullying will be addressed in line with the charter and our Anti Bullying Policy
- Children will be given opportunities to meet and work with others from different communities and who share a protected characteristic