

Equality Objectives

Equality Objective 1 Ensure that we celebrate and raise awareness and understanding of all protected groups

We will review this by (Date): December 2025

Why we have chosen this objective:

WHGS is a very rich and diverse community with over 47 languages spoken, people from many different backgrounds, a wide range of religious beliefs and none, numbers of (P)LACs and EHCPs that are significantly above the national average with approximately 37% Pupil Premium. We need to ensure that all pupils and staff feel that they belong to our school community and are not excluded or neglected because of protected characteristics.

To achieve this objective, we plan to:

Be more explicit in our celebration of different cultures, eg Culture Days and more celebrations of important religious festivals that are inclusive of all our community.

Through our assemblies, PSHE provision and culture days, we aim to raise awareness of and respect for:

- Different races and ethnicities
- Religious beliefs
- Gender reassignment
- Sexual orientation
- People with disabilities

Staff training each term to include diversity with coverage of:

- Knowledge and understanding of different races, ethnicities and religions in our school and local community
- Reasonable adjustments for pupils and staff
- Understanding and supporting people with gender reassignment
- Understanding and supporting people with different sexual orientations

HR recruitment processes will ensure that:

- More staff from ethnic minorities are involved in and are shortlisted and interviewed, especially for teaching and management posts
- Where possible, staff with protected characteristics are included in shortlisting
- Diversity and Equality training is included in the induction of all staff
- There is transparency in recruitment processes (internal and external)

If training days or community events are held on religious celebration days, we will ensure that staff who miss out on training have the opportunity to catch up.

We will respect the dietary requirements of faith groups.

We will recruit a more diverse range of governors.

Progress we are making towards achieving this objective:

Significant progress has been made since 2023, but the school will continue to respond rapidly to the diverse community with planned events.

Equality Objective 2 Ensure that the school has a clear and consistent approach to dealing with sexism, sexual harassment and child-on-child abuse at all levels.

We will review this by (Date): December 2025

Why we have chosen this objective:

Tackling child-on-child abuse and sexual harassment are national priorities. In line with best practice, we aim to:

- A relationships, sex and health education (RSHE) curriculum that includes time for “open discussion of topics that children and young people tell us they find particularly difficult, such as consent, online behaviours and the sending of ‘nudes’”.
- High-quality training for teachers delivering PSHE/RSHE.
- Routine record-keeping and analysis of sexual harassment and sexual violence, including online, so schools can “identify patterns and intervene early to prevent abuse”.
- A “behavioural approach”, including sanctions when appropriate, to reinforce a culture where sexual harassment and online sexual abuse are not tolerated.
- Support for designated safeguarding leads (DSLs) such as protected time in timetables to engage with local safeguarding partners.
- Training for staff and governors so they can “better understand” the definitions of sexual abuse, are able to spot early signs of such cases and can “consistently uphold standards in their responses” to incidents.

It is also important to tackle sexism and especially derogatory attitudes towards women.

To achieve this objective, we plan to:

Policy in place for the training, recording and reporting of Peer-on-Peer abuse and sexual abuse.

Staff and Governor training in line with Ofsted guidance on how to recognize and report signs of peer on peer and sexual abuse.

Staff training on professionalism, eg sexism, sexual harassment, harassment and sexual discrimination.

All senior leaders to undertake safer recruitment training.

Assemblies, PSHE and culture days to raise awareness of sexism, peer on peer and sexual abuse and how to report it.

Provide a safe space for students and/or staff to discuss their lived experiences.

Progress we are making towards achieving this objective:

This continues to be a whole school priority. In the first term, PSHE lessons are focused on peer-on-peer sexual abuse, consent and the dangers of pornography. Assemblies are frequently delivered with a focus on child-on-child abuse and how students can protect themselves.

Equality Objective 3 Ensure that the school is accessible to and supportive of students with ASD and ADHD.

We will review this by (Date): December 2025

Why we have chosen this objective:

The changing needs of students over the past few years has meant that WHGS now has over 250 students requiring SEND support. Of these, the greatest need is in communication and interaction and the number of students at WHGS with EHCPs has increased over the past few years.

To achieve this objective, we plan to:

Ensure SEND provision remains at the centre of our approach to teaching and learning.

Monitor and review the school's ADHD and autism strategies.

Ensure SEND staff are trained and confident in using the school's screening tools.

Ensure teaching and pastoral staff are knowledgeable about strategies to support individuals with ASD/ADHD.

Progress we are making towards achieving this objective:

The CPD plan ensures that SEND provision remains part of the embedding of T&L strategies; introduce ASD training for all staff. Recruit LSAs with specific skills and knowledge to support ASD/ADHD students.

Policy Information and Review

Designated Lead Person/s	Mr T H Copestake, Head of School (Secondary Phase)
Created/Reviewed	Annually
Date of last review and by whom	December 2024, Mr T H Copestake
Nominated Governor (if applicable)	Mr G Singh
Ratification by Local Governing Body	
Next Review Date	December 2025

