

Equality Objectives



William Hulme's Grammar School
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Part of United Learning

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

We will complete this by (Date): July 2024

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 and over 40% 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 e.g. Culture Days and more celebrations of important religious festivals that are inclusive of all our community.

Assemblies, PSHE and drop-down days 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
- 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 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 in 2022-23 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 Peer on peer abuse at all levels

We will complete this by (Date): July 2024

Why we have chosen this objective:

Tackling Peer on Peer abuse and sexual harassment are national priorities. Ofsted wants all schools to do the following:

- 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 and the sending of ‘nudes’”.
- High-quality training for teachers delivering 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, e.g. sexism, sexual harassment, harassment and sexual discrimination.

All Senior leaders to undertake safer recruitment training.

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

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 and Safeguarding briefings are planned to tackle misogyny, as well as CPD for staff.

Equality Objective 3 Ensure that line managers are trained to deal equitably with staff with protected characteristics

We will complete this by (Date): July 2024

Why we have chosen this objective:

WHGS has a large staff contingent of 200 staff. To ensure that staff with protected characteristics and treated equitably, all line managers need to be trained and follow procedures in a consistent manner.

To achieve this objective, we plan to:

Deliver HR training on reasonable adjustments to line managers to ensure consistency throughout the organisation in how they are applied.

Provide additional support for staff on return from maternity leave.

Train line managers around maternity and pregnancy issues.

Provide support and reasonable adjustments made for staff approaching retirement.

Provide support for staff during the menopause, following UL guidance.

Train line managers to understand and support people with gender reassignment and sexual orientation.

Progress we are making towards achieving this objective:

Progress has been made in 2022-23. However, with changes in leadership at all levels, this remains a priority.

Policy Information and Review

Designated Lead Person/s	Mrs K M Heaton, Principal
Reviewed	Annually
Date of last review and by whom	October 2023, Mrs K M Heaton
Nominated Governor (if applicable)	Mr G Singh
Ratification by Local Governing Body (if applicable)	
Next Review Date	July 2024



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