

Equality Objectives Statement Action Plan - Westgate Academy

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>A number of behaviour incidents have indicated that the use of racist language is a problem in the school.</p> <p>Arbor behaviour log</p>	<p>To ensure pupils understand why racism is wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.</p>	<p>To improve teaching around prejudice, with racism specifically being addressed – this will be done via assemblies through the year.</p> <p>To improve training for staff in how to handle incidents of racist bullying and support victims by the end of the summer term.</p>	<p>The headteacher and class teachers.</p>	<p>The number of incidents involving racist language will decrease significantly.</p>	<p>To be reviewed Dec 2026</p>
<p>A number of body-shaming incidents have indicated that the use of derogatory language is a problem in the school.</p> <p>Arbor behaviour log</p>	<p>To ensure pupils understand why body-shaming is wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.</p>	<p>To improve teaching around derogatory language – this will be done via assemblies through the year.</p>	<p>The headteacher and class teachers.</p>	<p>The number of incidents involving derogatory language will decrease significantly.</p>	<p>To be reviewed Dec 2026.</p>
Celebrating diversity					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review

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<p>The school's teachers about the protective characteristics however the children are not able to list or explain why they are important.</p> <p>Monitoring events including School Review and Ofsted</p>	<p>To ensure that the school celebrates diversity.</p>	<p>Display the protective characteristics across all classrooms in an age appropriate way by the end of the summer term.</p> <p>To improve teaching around protected characteristics – this will be done via assemblies through the year.</p> <p>Explicitly highlight where protected characteristics are taught in the PSHE scheme – this will be done by the end of the year.</p>	<p>Personal Development Lead and PSHE teachers.</p>	<p>The children will be able to say what the protected characteristics are and why they are important.</p>	<p>To be reviewed in Dec 2026.</p>
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Facilitating equality in the workplace

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>Identified concern, with evidence - review of the Trust's Dignity at Work policy (last reviewed in 2020)</p>	<p>To ensure it is up to date, relevant and embedded and includes changes to sexual harassment laws</p>	<p>Actions for improvement, with timescales - review of policy to take place in Spring term 2026</p>	<p>Director of People and Wellbeing to draft the policy. SLT to embed</p>	<p>Implementation of new policy, staff awareness of it and it feels embedded across all we do</p>	<p>Of any related incidents termly</p>

Enabling representation

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
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<p>The local area has a range of ethnicities which are reflected in the school's pupils, but not in the composition of the current Local Committee.</p> <p>Review of the School Context for Ofsted inspection</p>	<p>To ensure the school's Local Committee is representative of the school's local community.</p>	<p>To actively recruit governors who are able to represent the range of ethnicities this will be considered in the next at the next parent governor elections.</p>	<p>The chair of governors and full governing board.</p>	<p>The school's local committee will be able to account for the potential needs of a range of ethnicities when making decisions.</p>	<p>To be reviewed in the governing board meeting at the end of the spring term 2027.</p>
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Supporting inclusion

Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
<p>The year 4 classrooms do not have wheelchair-accessible exits in the event of an emergency.</p> <p>Health and Safety Audit</p>	<p>To ensure all areas of the school are as accessible as possible for all members of the school community.</p>	<p>To facilitate wheelchair accessible exits through building ramps for Heimdall and Loki – this will be done over the summer holidays.</p> <p>To move the Evacuchair and undertake training for the staff who use Odin - this will be done over the summer holidays.</p>	<p>The premises manager and contractors.</p>	<p>The year 4 classrooms' exits will be wheelchair-accessible.</p>	<p>To be reviewed after the summer holidays.</p>

Additional equality objectives



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