



Washwood Heath
Multi Academy Trust

WHMAT's Equality Objectives (2018-2019)

These equality objectives were prepared by WHMAT's Director of HR in consultation with Heads and HR colleagues to ensure compliance with its Public Sector Equality Duty and Equal Opportunities Policy.

They should be read alongside WHMAT's Equal Opportunities Policy available at www.washwoodmat.com (policies tab):

Equality Objective 1 - Pupil achievement & progress- Achievement = Attainment and Progress

Each academy will monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups. This may include analysing number of SEND (including disabilities and also deprivation as denoted by Pupil Premium).

Equality Objective 2 - Representation of staff with protected characteristics

WHMAT HR will produce an annual report on staff workforce profiles for discussion with Heads of Academy. The aim is to understand the profile of existing staff and to devise strategies to support a more diverse workforce and/or to properly support staff with protected characteristics under the Equality Act 2010.

Equality Objective 3 – Fostering good community relations to raise awareness

All WHMAT academies will working pro-actively with their local communities to ensure that cultural differences and ethnicity are recognised and celebrated and that they are not a barrier to education provided by WHMAT.

Equality Objective 4 - Raising awareness through curriculum

All WHMAT academies will foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures. This may also include explicit teaching of respectful relationships with all including the LGBT as well as people of different faiths/cultures (so long as they upheld shared values i.e. British values).

They will be reviewed annually by heads and HR and amended as appropriate.

Approved by CEO on:

Signed:

Date:

14.12.18.