

Wilmslow High School Equality Objectives

Academic Year 2021-2022

What is the equality objective?	Why have we chosen this objective?	How do we plan to achieve this objective?	What progress are we making towards achieving this objective?
<p>Equality objective for Quality of Education:</p> <p><i>Formal Curriculum Teams to review the equality and diversity dimension of our curriculum rationales and journeys</i></p> <p>Responsible Deputy Head: R Powley</p>	<ul style="list-style-type: none"> <i>Student Voice from the December 2021 Big Issue Survey indicated some concerns as to whether elements of our curriculum offer did enough to enable students to value difference and diversity</i> 	<ul style="list-style-type: none"> <i>Ensure that curriculum rationales for every Formal Curriculum team explicitly address equality and diversity as part of our 2022 work on Curriculum Journeys</i> 	<ul style="list-style-type: none"> <i>Explicit pursuit of this objective built into Quality of Education improvement plan in January 2022 in response to self-evaluation</i> <i>Progress reviewed through the Quality of Education completion gantt</i>
<p>Equality objective for Personal Development:</p> <p><i>Personal Development Teams to review the equality and diversity dimension of our Wider Curriculum Programme of study, to include the taught (PSHE) lessons</i></p> <p><i>Personal Development Teams to promote our expectations and values through form time and in our internal messaging (display boards etc)</i></p> <p>As a result students will</p> <ul style="list-style-type: none"> <i>engage with views, beliefs and opinions that are different from their own in considered ways.</i> <i>show respect for the different protected characteristics</i> <p>Responsible lead: M Vincent, Deputy Headteacher</p>	<ul style="list-style-type: none"> <i>This is an area that has been highlighted for improvement in student voice surveys</i> 	<ul style="list-style-type: none"> <i>Conduct more regular staff and student voice activities on specific elements of the Wider Curriculum Programme of study</i> <i>Ensuring that messages, guidance and information are a central part of all Personal Development activities</i> 	<ul style="list-style-type: none"> <i>A new programme of student voice 'Big Issue' surveys has started which has resulted in a number of actions to address areas of improvement highlighted.</i> <i>A review of our current Wider Curriculum lessons programme of study has also begun.</i>

<p>Equality objective for Behaviour & Attitudes <i>Wilmslow Way Teams to review the equality and diversity dimension of our uniform policy</i></p> <p>Responsible lead: S Mackintosh, Deputy Headteacher</p>	<ul style="list-style-type: none"> • <i>Student Voice. Parent voice and conversations with the student parliament</i> 	<ul style="list-style-type: none"> • <i>Ensure the uniform policy explicitly addresses equality and diversity</i> 	<ul style="list-style-type: none"> • <i>An updated uniform policy that explicitly addresses these issues to be implemented in September 2022.</i>
<p>Equality objective for Finance, Resources & Estates <i>Finance, Resources & Estates Team to prepare review and update the Accessibility Plan</i></p> <p>Responsible lead: G Crookes, School Business Manager</p>	<ul style="list-style-type: none"> • <i>The inclusive nature of the school community requires this to be kept under constant review and to respond to emerging and developing needs</i> • <i>PAN 360 Programme presents opportunity to improve accessibility issues around the school estate</i> 	<ul style="list-style-type: none"> • <i>Update the Accessibility Plan</i> • <i>Draw up an Action Plan to address areas in need of improvement</i> 	<ul style="list-style-type: none"> • <i>An updated Accessibility Plan will be in place by June 2022</i> • <i>The Action Plan will be in place by June 2022 and agreed programme of work will have been undertaken by September 2022.</i>
<p>Equality objective for Personnel <i>Personnel Team to review and update HR policy suite to ensure that they address issues of gender equality</i></p> <p>Responsible lead: G Pugh, School Personnel Manager</p>	<ul style="list-style-type: none"> • <i>The Covid-19 experience has reinforced the need for Staff Wellbeing policies and practices to take greater account of gender equality issues</i> 	<ul style="list-style-type: none"> • <i>Review and update HR policy suite to ensure that they address issues of gender equality</i> • <i>Codify and update school policy and practice in relation to the menopause</i> 	<ul style="list-style-type: none"> • <i>Updated HR policy suite will be in place by Sept 2022</i> • <i>School policy and practice in relation to the menopause will have been updated by Sept 2022</i>

