



Westlands Primary School Equalities Objectives 2025 - 2026



The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence gathered through surveys, pupil and parent voice and a review of school curriculum areas. Our equality objective this year focuses on staff and governor training to enable us to take action to improve equality and tackle disadvantages.



Objective	Actions	When	Outcomes
Provide updated training for all staff and governors on equality and diversity	<p>Provide specific training to staff on the equalities act and our responsibilities.</p> <p>Regular cyclical opportunities for all staff developed throughout the year to provide training on equality and diversity.</p>	<p>SLT - Term 4</p> <p>SLT - termly</p>	<p>All staff and governors are aware of legislation and responsibilities of all stakeholders.</p> <p>Leaders have the confidence to support open conversations about equality and diversity</p> <p>Staff have the confidence, knowledge and skills to plan learning opportunities and discussions based around equalities and celebrating diversity</p>
To ensure the curriculum reflects the diversity of the school, local, and global communities, providing	<p>Curriculum audits, pupil voice surveys on representation, evidence in lesson plans, staff</p>	Ongoing	<p>Enhanced Sense of Belonging and Identity - Pupils from diverse backgrounds see themselves, their cultures, and their experiences reflected positively</p>

<p>inclusive role models and challenging stereotypes across all subjects.</p>	<p>feedback on resources.</p>	<p>in what they learn. This validates their identity and fosters a stronger sense of belonging within the school.</p> <p>They feel seen, understood, and valued, which can boost their self-esteem and confidence.</p> <p>Increased Engagement and Motivation - Learning becomes more relevant and relatable when it connects to their own lives and the world they inhabit. This can lead to greater interest, participation, and ultimately, improved academic engagement and outcomes</p> <p>Reduced Prejudice and Discrimination - By actively challenging stereotypes and promoting positive role models from all protected characteristics, the curriculum directly combats prejudice and helps to dismantle discriminatory attitudes.</p> <p>This can lead to a reduction in bullying and other forms of discrimination within the school environment.</p> <p>Improved Well-being - Feeling valued, understood, and having their experiences validated contributes significantly to pupils' overall emotional and mental well-being. Reduced exposure to stereotypes and discrimination can lessen stress and anxiety.</p>
--	-------------------------------	---