



Westlands Primary School Equalities Objectives 2026 - 2027



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	When	Actions	Outcomes
* Validate inclusive progress and sharpen practices across leadership, governance, the workforce, and students * Ensure statutory compliance with the UK Equality Act 2010 and the PSED.	Ongoing	* Governing Body: Holds leadership to account and secures budget allocations for EDI initiatives * SLT: Drives strategic implementation and conducts annual reviews . * School: Uses a structured framework for institutional self-evaluation.	* Systemic, positive cultural change across the school . * Successful achievement and retention of the Equality Silver Award.
* Ensure intentional representation so every child feels their identity and heritage validated .	The Curriculum must be reviewed at the end of	* SLT: Oversees curriculum audits to guarantee authentic representation .	* Pupils grow into empathetic, globally aware, and respectful citizens who see themselves reflected in what they learn.

* Actively challenge and dismantle gender, racial, and disability stereotypes across all subjects.	Term 6 annually	* School: Explicitly budgets for and resources diverse learning materials, literature, and digital assets * Staff: Delivers the curriculum using these funded, inclusive resources.	
* Empower student voice to directly shape the school climate and lead cultural change . * Build bridges of understanding and celebrate diversity.	Pupil voice is gathered each term via appointed EDI Pupil ambassadors - this is then given as feedback to SLT for action planning	* Establish and champion a dedicated cohort of EDI Pupil Ambassadors . * Ambassadors: Plan and execute termly cultural events for all Key Stages (EYFS, KS1, KS2) and lead EDI assemblies.	* A school environment where pupil-led initiatives drive mutual respect and diverse backgrounds are actively celebrated.
* Maintain zero tolerance for bullying, prejudice, harassment, or victimisation * Advance equality of opportunity by removing learning barriers and closing achievement gaps.	Continuous and monitored through weekly safeguarding meetings	* Staff: Model inclusive behaviors daily and challenge discriminatory remarks immediately . * SLT: Tracks incidents transparently and monitors pupil premium, SEND, and EAL data . * SLT: Provides continuous professional development (CPD) for staff.	* Reduced achievement gaps for vulnerable groups . * Transparent incident handling and a safe environment where everyone feels a deep sense of belonging.