



Westfield Community School

Equality Statement

HOPE

At Westfield School we promote a life-long love of learning. Through enriching, exciting learning opportunities and a creative curriculum, children are given the foundations to achieve.

We aim to promote a sense of belonging within a nurturing environment where children feel safe and valued. We celebrate diversity and believe that every child should have the opportunity to be the best that they can be.

Through our encouragement of academic success and personal, social and emotional development we believe that this will ensure our children lead aspirational lives in the wider world and community.

Our school is situated within Wigan. With a higher than local area percentage of EAL pupils – in line with national average, a higher than national average number of pupils accessing free school meals and a higher-than-average number of public with SEND and an EHCP to support significant needs, we recognise our diverse community and ensure children celebrate all the differences throughout school with respect, compassion and understanding. Whatever the nature of the local community, our students are growing up in a diverse society where they are subject to various attitudes towards minority groups, certain images of these groups portrayed by the media, and their own unconscious bias.

The Equality Act 2010 introduced requires all schools to comply with the **Public Sector Equality Duty** and two **specific duties**.

The Two “specific duties” requires us to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable

The action plan and policy demonstrate these two specific duties.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Westfield Community School is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives (2023-2027) are as follows:

Objective 1: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities.

Objective 2: To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics - it is unlawful to discriminate because of the age, sex, race, pregnancy and maternity, marriage and civil partnership, disability, religion or belief, sexual orientation or gender/ reassignment of another person with whom the pupil is associated.

Objective 3: To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and other protected characteristics.

Objective 4: To ensure accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching.

Objective 5: To provide appropriate and early pastoral interventions for students to promote positive behaviour and inclusion, especially for those groups over-represented in behaviour data (including boys and students with special educational needs)

Objective 6: To narrow the progress and attainment gaps made by students identified as having significant barriers to learning including SEND, PP, CIC and EAL as a result any gap is in line with the national average.

Objective 7: To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

The school's Equality Objectives should be read in conjunction with the Accessibility Policy and the Equality and Diversity Policy.