

Bearwood Primary School Equality Objectives

Objective 1

Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July, and report on this to the pay sub-committee of the governing board.

Why we have chosen this objective: We want to ensure that we have a diverse staff body that reflects our school population.

To achieve this objective we plan to: Carry out the analysis; look at how we can further enhance our current recruitment practices; report to the governors' pay sub-committee.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by July 2025, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: We have a small group of staff with disabilities. As an inclusive school, we want to ensure we are effectively meeting their needs.

To achieve this objective we plan to: Identify and speak with the relevant members of staff. Adjust individual risk assessments and agree reasonable adjustment agreements.

Objective 3

Provide professional development on racial equity to all staff throughout the course of the 2024/25 school year.

Why we have chosen this objective: To develop the knowledge and awareness of staff on racial equity and the importance of it.

To achieve this objective we plan to: Have Race Matters Consultants deliver an INSET and deliver follow-up sessions on racial equity to all staff.

Objective 4

Effectively meet the needs of children who have had significant early life trauma.

Why we have chosen this objective: We have introduced the Therapeutic Thinking Behaviour Policy in 2023, and we want to ensure it is effectively embedded.

To achieve this objective we plan to: Review the implementation of the policy and individual children's Predict and Prevent plans. Monitor children on Predict and Prevent plans to measure progress and identify patterns of behaviour. Where necessary adapt the Predict and Prevent plans.

Objective 5

To hear the voice of children who may be experiencing discrimination.

Why we have chosen this objective: There was a spike in racist incidents in the summer 2024. As a result, children requested we set up an Equality Council.

To achieve this objective we plan to: Set up a Children's Equality Council in the school. Ensure discriminatory incidents are recorded and categorized as such on CPOMS. Seek advice from external consultants on the forming and running of this.