



WILLOW  
BROOK  
P R I M A R Y

# Equality information and Objectives

Date: September 2023

Next review: September 2024

## Background

Willow Brook is a three-form primary school with a Nursery located in Waltham Forest, in an outer London borough located in the north east, of the capital. It is one of the most diverse areas in the country with an estimated 53% of residents from a minority ethnic background.

The diversity of the borough is reflected in our student body. For 52% of our children - English is spoken as an additional language; this is much above the national figure which is 23.5%. 24% of our pupils are eligible for pupil premium again above the national average.

Over thirty separate ethnic groups are represented within the school. There is a similarly wide-ranging representation from a number of different faiths within the Willow Brook community, such as Buddhism, Catholicism, Hinduism, Judaism, Islam, Rastafarianism and Sikhism, learning alongside those of no faith.

Willow Brook Primary joined the Griffin Schools Trust in April 2015 and the rapid and sustained progress has secured the school as a resilient Organisation with Ofsted grading the school Outstanding in all areas in June 2017. The school is known for its exceptional provision and high aspirations, based on the Griffin Schools Trust's vision of Proud Traditions, Wide Horizons and High Achievement. Central to Willow Brook's success is ensuring that the school continuously drives to ensure that staff, pupils, families and friends all work together to be part of a truly inclusive community.

Willow Brook Primary aims to create an environment where individuals feel confident and at ease by:

- Being respectful
- Always treating other members of the school community fairly
- Developing an understanding of diversity and the benefits
- Adopting an inclusive attitude
- Embedding an inclusive curriculum
- Encouraging compassion and open-mindedness.

## Legislation and Guidance

Willow Brook Primary has obligations under the Public Sector Equality Duty (PSED) (as set out in the Equality Act 2010) to have due regard to the need to:

- Eliminate discrimination, harassment, victimization and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

## Roles and Responsibilities

The protected characteristics within the Equality Act 2010 are Sex, Race, Disability, Religion or belief; Sexual orientation; Gender reassignment; Pregnancy or maternity.

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head of School.

The Head of School will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors.

All school staff are:

- Expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## Eliminating Discrimination, Harassment and Victimisation

We will not discriminate against, harass or victimise any pupil, prospective pupil, member of staff or any other member of the school community because of any protected characteristic. We will not tolerate any prejudice-related discrimination whether direct or indirect, and will treat any such incidents with the utmost seriousness.

Every individual within the Willow Brook community will challenge any type of discriminatory and/or bullying behaviour. One of our core values, caring, along with our 'golden rule' for behaviour, be respectful, demonstrates our commitment to making a positive difference in the world. We broadcast the message that this will be achieved by showing compassion and respect in all areas of our community and beyond. We seek opportunities to serve others in order to understand ourselves, our history and the power of kindness. We understand the importance of balance; intellectual, physical, and emotional—to achieve wellbeing for others and ourselves.

We will explore concepts and issues relating to identity and equality through the PSHE curriculum, our programme of assemblies and co-curricular activities. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

## Advancing Equality of Opportunity

Willow Brook Primary aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic
- Taking steps to meet the particular needs of people who have a particular Characteristic
- Encouraging people who have a particular characteristic to participate fully in activities.

We will therefore:

- Collate and regularly analyse information (e.g., safeguarding, behaviour, attendance and attainment data) related to specific groups within the school community to identify any trends or patterns, and ensure that appropriate steps are taken to address any issues identified.

## Fostering Good Relations

Willow Brook Primary instils in its pupils the important of making a positive impact in the world, by showing empathy, respect and compassion to all. It is an intrinsic part of the education we provide our children, using the Griffin Learning Behaviours to underpin the activities of the school.

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. This challenge will be delivered in a way that prevents discrimination, instead promoting inclusive attitudes.

Willow Brook Primary recognises the importance of the use of language and high-quality resources in setting a tone and culture within the school. We ensure that staff, children and resources:

- Use appropriate and accurate language referring to particular groups or individuals
- Use their words to lift others up, not pull each other down
- Reflect the reality of an ethnically, culturally and sexually diverse society and challenge negative stereotypes
- Show positive images of different types of families, including same-sex parents, single parents and carer families
- Provide balance to discussions by reflecting a variety of viewpoints
- Are accessible to our entire community.

## Equality objectives

### Equality Considerations in Decision Making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all individuals

### Equality Objectives

Objective:	Why:	We will do this by:
To increase the understanding of the Equality Act amongst staff and instil an awareness of the impact of their actions in relation to meeting our equality aims.	To ensure that all staff are working from a strong base of knowledge and that every individual within the school community is prepared to challenge any type of discriminatory behaviour.	Ensuring all staff are provided with Diversity and Inclusion training, at least yearly, with regular refreshers on an ongoing basis.
To ensure that our curriculum reflects the rich diversities of British society and our local area in order to meet the needs of our children - irrespective of race, gender, disability, sexual orientation and religion.	It is important that our curriculum is inclusive of the experiences and histories of those with protected characteristics and that we continuously seek to erase systemic barriers in our society through fairer and more equitable distribution of curriculum content.	Ensuring topics and resources used reflect diversity  Regularly reviewing and monitoring the curriculum, with family and pupil representatives, to ensure that subject matters are being explored in an authentic manner.

### Monitoring Arrangements

The Head of School will update the equality information we publish, at least every year. This document will be reviewed by the Senior Leadership Team at least every 4 years. This document will be approved by the governing body.