Equality, Diversity and Accessibility Objectives Annual Review

Date of Review: October 2024

Equality Objective 1:
Eliminate discrimination, victimisation, harassment and other conduct against staff, students and visitors to the school

DSL delivered safeguarding training and SENCo delivered SEND training with a focus on ADHD in partnership with ADHD embrace in Autumn term
National College training courses available to all staff
Action Breaks Silence workshop, a charity which focuses on engaging, educating, and empowering communities to end violence against women and girls. was arranged and delivered to the whole of Yr10 in the Autumn term.
Show Racism the Red card delivered training to our Yr7 in the Autumn term
Whole staff training to raise awareness and understanding of the Public Sector Equality Duty regarding protected characteristics was delivered by SLT in Spring term.
SLT trained to ensure policy reviews address our PSED.
Senior Leaders trained in Racial Justice
Linked EDI Governor on committees, meeting with EDI lead in Summer term
Analysis of internal and external validated school data is regular and rigorous throughout the academic year.
Behaviour Mentor delivers a bespoke education programme to support reintegration of students who have caused offence to others as a preventative measure to eliminate discrimination, victimisation, harassment.

Equality Objective 2:

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Professional development programme for staff delivered throughout the academic year both at a whole school level, and at an individual level where key information is cascaded to teams. Examples include attendance at conferences on Neurodiversity, Dyslexia and Dyscalculia, and Safeguarding first approaches to racism in secondary schools.
Promoting strategies for supporting multilingual learners.

An extensive training programme for new staff supports QFT.
Specialist VI training for staff on specific student needs and adaptations.
SEND students are supported to access all trips.
Improvements to the access of the school site continue including facilitating wheelchair access on the ground floor

Equality Objective 3:

Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

The Learning Space showcases and celebrates students with protected characteristics.

Students and staff deliver many assemblies to celebrate diverse cultural traditions, festivals and celebrations.

The curriculum is constantly reviewed to ensure representation and relevance for all in the school community.

The extended curriculum including trips, drop down days, cultural day, and visiting speakers provide a vast array of opportunities for students and staff to experience and learn about differences between people

Provision of a dedicated quiet room for students who observed the month of Ramadan was facilitated for rest and reflection during break and lunchtimes beyond the availability of the multifaith prayer room.

PSHE curriculum audit and Tutor time quality assurance reflects taught themes of equality, diversity and inclusion supported by the ethos of the Waldegrave Charter

Student Parliament EDI committee actively involved in developing resources to support the fostering of good relations across all characteristics.

Waldegrave achieved the Equality, Diversity and Inclusion Quality Mark which noted that:
- EDI is championed throughout the school
- There is a strong team which supports an inclusive approach for all pupils
- The school is promoting multiculturalism by celebrating differences through planning lessons that reflect the diversity of the community
- Staff feel safe to have open and transparent conversations on EDI

Equality Objective 4:
Monitor the impact of the equality and diversity policy to determine its effectiveness, publish information to demonstrate this; prepare and publish equality objectives.

Leaders analyse all school data with a view to identifying emerging issues relevant to those with protected characteristics.

CPOMS, SIMS and listen@ provide evidence that students and staff are growing more confident reporting incidents.

EDI information updated annually.