



## Equality Information and Objectives Statement (Public Sector Equality Duty)

**Approved by:** WJS Governing Board

**Date:** 10/12/24

**Last reviewed:**

Summer Term 2024

**Information on achieving equality objectives updated:**

Autumn Term 2025

### Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard for the need to:

- Eliminate discrimination 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

### What is the Public Sector Equality Duty (the PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

### Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).



## **Roles and responsibilities**

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 Headteacher

The Strategy Committee of the Governing Board will monitor the implementation of the public sector equality duty and report back to the full Governing Board.

### **The SLT will:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify staff training needs and arrange training as necessary

## **How does Whitehall Junior School comply with the Public Sector Equality Duty?**

The school has a range of policies and documents that make explicit the school's commitment to actively promoting equality of opportunity for all.

### **The main policies and documents are:**

- Accessibility Plan
- Behaviour Policy (including Anti-bullying Policy)
- Statement of Behaviour Principles
- British Values statement
- Curriculum statement including Personal, Social, Health and Economic Education (PSHE) and Religious Education
- Equality Policy
- Exclusion Policy
- Relationships, Health and Sex Education Policy
- SEND policy and SEND Information report
- Spiritual, Moral, Social and Cultural development (SMSC) and Assembly Policy

Whitehall Junior School prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty.



## Equality objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives and our published information must be updated annually.

**Objective 1:** To raise awareness of the protected characteristics as a whole-school focus by reviewing our curriculum, our school policies and procedures and our communications within school and externally to ensure that they fully promote our aims under the public sector equality duty.

**Objective 2:** To close any gaps in attainment and achievement between groups of pupils, especially boys and girls, pupils with special educational needs and disabilities, and pupils of different ethnicities.

### Review of published information objectives

As required by the Equality Act 2010 the published information on how the objectives are being met will be updated at least annually and the objectives reviewed at least once every four years.

### Information on meeting the Equality objectives in 2024-25

#### Objective 1

- The Diversity Champion has continued to work with the Headteacher and Senior Leadership Team to promote equality and diversity across all aspects of the school. Co-ordinators and year leaders are encouraged to review the curriculum to ensure diversity links are embedded.
- Black History month poster competition launched by the history co-ordinator focused on the Windrush generation.
- Diversity book boxes continue to circulate between classes and have proven popular with pupils.
- A range of actions have been taken to promote belonging in the school, including scrutiny of data to ensure countries most represented in the school are highlighted; drawing upon staff skills to promote and develop planning.
- Diversity Week was held in May 2025 and focused on learning about China, Japan and South Korea with pupils experiencing workshops on art, cookery, geography and Taekwondo.
- The school's work on equality and diversity was recognised in the school's **Ofsted report (June 2023)**.

'Pupils' wider development is well considered. For example, pupils develop their understanding about different festivals, cultures and religions. Equality and diversity are a key part of the school's ethos and have been a significant drive, in recent curriculum development. Pupils learn about the importance of respecting different beliefs, views and identities.' (Ofsted, June 2023)

#### Objective 2 2025 SATS results (RWM)

Gender:

**ARE: Girls: 80% (NA: 65%) Boys: 52% (NA: 59%) Gap: -28% (2024: +3%)**



**Above ARE: Girls: 5% (NA: 9%) Boys: 5% (NA: 7%) Gap: 0% (2024: +3%)**

**EAL:**

**ARE: EAL: 65% (NA: 64%) Not EAL: 67% (NA: 62%) Gap: -2% (2024: +16%)**

**Above ARE: EAL: 4% (NA: 9%) Not EAL: 7% (NA: 8%) Gap: -3% (202: +4%)**

**SEND: % Pupils with SEND achieving above the NA at ARE RWM was below the NA by 11% (2024 2%)**

### **Information on meeting the Equality objectives in 2023-24**

#### **Objective 1**

- Equality and diversity is a key priority in the SIP; The Diversity Champion has continued to work with the Headteacher and Senior Leadership Team to promote equality and diversity across all aspects of the school. Co-ordinators and year leaders are encouraged to review the curriculum to ensure diversity links are embedded
- Black History month poster competition launched by the history co-ordinator with work on display in the school; Diversity Wall Project completed focusing on reading and writing linked to a diverse range of authors
- Diversity book boxes continue to circulate between classes and have proven popular with pupils.
- A range of actions have been taken to promote belonging in the school including scrutiny of data to ensure countries most represented in the school are highlighted; a profile of staff skills and knowledge across the school has been created
- World 'Cultural Diversity Day' was celebrated in May 24 jointly with Whitehall Infant School and in June 24 we celebrated Brazil week with dance and drumming workshops and a carnival parade showcasing masks and accessories, flags and posters
- The school's work on equality and diversity was recognised in the school's **Ofsted report (June 2023)**.

'Pupils' wider development is well considered. For example, pupils develop their understanding about different festivals, cultures and religions. Equality and diversity are a key part of the school's ethos and have been a significant drive, in recent curriculum development. Pupils learn about the importance of respecting different beliefs, views and identities.' (Ofsted, June 2023)

#### **Objective 2 2024 SATS results (RWM)**

**Gender:**

**ARE: Girls: 64% (NA: 64%) Boys: 67% (NA: 57%) Gap: +3% (2023: -16%)**

**Above ARE: Girls: 4% (NA: 9%) Boys: 7% (NA: 6%) Gap: +3% (2023: -1%)**



**EAL:**

**ARE:** EAL: 72% (NA: 62%) Not EAL: 56% (NA: 60%) Gap: +16% (2023: -5%)  
**Above ARE:** EAL: 7% (NA: 8%) Not EAL: 3% (NA: 7%) Gap: +4% (2023: +2%)

**SEND: % Pupils with SEND achieving above the NA at ARE RWM was below the NA by 2%**

### Information on meeting the Equality objectives in 2022-23

#### Objective 1

- The Diversity Champion has continued to work with the Headteacher and Senior Leadership Team to promote equality and diversity across all aspects of the school.
- A key focus had been on providing a wide range of fiction and non-fiction reading books for each year group focusing on various aspects of equality – race, gender, disability.
- A range of actions have been taken to promote belonging in the school including 'We are one Whitehall and the introduction of Asia Week
- The school's work on equality and diversity was recognised in the school's **Ofsted report (June 2023)**.

'Pupils' wider development is well considered. For example, pupils develop their understanding about different festivals, cultures and religions. Equality and diversity are a key part of the school's ethos and have been a significant drive, in recent curriculum development. Pupils learn about the importance of respecting different beliefs, views and identities.'

#### Objective 2 2023 SATS results (RWM)

**Gender:**

**ARE:** Girls: 66% (NA: 63%) Boys: 50% (NA: 56%) Gap: -16% (2019: -10%)  
**Above ARE:** Girls: 8% (NA: 9%) Boys: 7% (NA: 7%) Gap: -1% (2019: -5%)

**EAL:**

**ARE:** EAL: 55% (NA: 60%) Not EAL: 60% (NA: 59%) Gap: -5% (2019: +9%)  
**Above ARE:** EAL: 6% (NA: 9%) Not EAL: 4% (NA: 8%) Gap: +2%

**SEND: % Pupils with SEND achieving above the NA at ARE RWM was above the NA by 1%**



## Information on meeting the Equality objectives in 2021-22

### Objective 1

- We have appointed a Diversity Champion to work with the Headteacher and Senior Leadership Team to promote equality and diversity across all aspects of the school.
- We are working towards and 'Educating for Equality' quality mark [Quality mark | Educating for Equality.](#)
- We have published the school's approach to teaching diversity on the school website [Curriculum and Assessment | Whitehall Junior School.](#)
- Examples of the diversity work in action in the subject areas and year group curriculum presentations on the school website.
- We have reviewed references to equality in school policies and procedures.

### Objective 2

#### 2022 SATS results (RWM)

##### Gender:

**ARE: Girls: 66% (NA: 63%) Boys: 52% (NA: 54%) Gap: -14% (2019: -10%)**

**Above ARE: Girls: 9% (NA: 9%) Boys: 6% (NA: 6%) Gap: -3% (2019: -5%)**

##### EAL:

**ARE: EAL: 60% (NA: 60%) Not EAL: 58% (NA: 58%) Gap: +2% (2019: +9%)**

**Above ARE: EAL: 6% (NA: 9%) Not EAL: 10% (NA: 7%) Gap: -4%**

**% Pupils with SEND achieving above the NA at ARE RWM was above the NA by 7%.**