



## Annual Equality Statement 2022/23

In accordance with the Willow Learning Trust Equality Policy and DfE Regulations, the Trust is required to publish information to demonstrate its compliance with the Equality Duty, relating to both its employees and those affected by its activities.

### **How is Abbey meeting the Equality Duty?**

#### **We have:**

- Reviewed the provision in English texts on offer, PSHE, RE and other elements of the curriculum that promote tolerance and understanding about cultures and lifestyles;
- Introduced a gender neutral, accessible toilet;
- Reviewed our HR policies to ensure they are legally compliant with all relevant legislation, including the Equality Act;
- Reviewed assemblies to ensure we are representing a broad range of communities and cultures;
- Our School Council ensures all children have a voice.

#### **We are:**

- Monitoring the attendance of pupils within specific groups (SEND, Disadvantaged) to ensure they are accessing the provision of offer at school;
- Monitoring the performance of disadvantaged children as compared to the cohort as a whole to ensure there are interventions in place to address any gaps;
- Monitoring the extra-curricular clubs for our disadvantaged children to ensure they have access to the whole curriculum.

**We have undertaken to:**

- Run training for staff in cultural capital, diversity and unconscious bias and feed this into teaching and learning.
- Run training for all staff (and the community) on hidden disabilities;
- Update the accessibility plan to ensure all children have equal access to participation and opportunities.
- Launch a parent voice group to develop inclusion within the community.
- Become a Rights Respecting School with UNICEF;
- Continue to monitor children and staff welfare, with intervention and support where required.
- Resource our new library with literature reflecting the breadth of cultural diversity in the school and promoting multiculturalism.
- Ensure that there are always equality objectives within the School Improvement Plan and explicit CPD for staff on Equality and Inclusion (SIP).
- Promote a well-being lead who will be responsible for ensuring that all procedures and policies are non-discriminatory.