



## 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 Aragon 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 and have implemented any changes necessary
- Reviewed our HR policies to ensure they are legally compliant with all relevant legislation, including the Equality Act.
- Ensured our buildings are fully accessible, with the inclusion of lifts and accessible toilets.
- Delivered a workshop on Racism to Year 6 (by Give Racism the Red Card)
- Appointed a Diversity and Equality Lead for September 2023
- Created lessons for Year 6 on tolerance for LGBTQ+
- Designed wall art which represents the diverse culture that we live in
- Delivered assemblies on: blindness, deafness, dyslexia, BLM, refugees, the NHS
- Ensured our School Council gives all children have a voice.
- Engaged with translator to ensure EAL families are not disadvantaged
- Gender neutral toilets for staff
- A comprehensive package of ELSA support for children
- Arranged in-person training for staff on Equality and Diversity (September 14<sup>th</sup> 2022)
- Included disabled races in KS2 sports day
- Arranged coffee mornings for Ukrainian families

- Arranged coffee mornings for SEND parents
- Appointed an Assistant Headteacher with a specific responsibility for well-being
- Delivered training to parents on how to identify anxiety in children
- Joined an Attachment and Trauma project with CAMHs
- Subscribed to Medical Tracker to ensure pupil and staff safety

**We are:**

- Monitoring the attendance of pupils within specific groups (SEND, Disadvantaged) and have support and/or interventions to help families
- Monitoring the performance of Disadvantaged pupils as compared to the cohort as a whole to ensure any gap is minimal
- Tracking the extra-curricular clubs for our disadvantaged children to ensure they have the opportunity to take part

**We have undertaken to:**

- For pupils – implement policies on equal opportunities (including equality and diversity policy, special needs, behaviour and anti-bullying); Track and monitor PP spending
- For staff - implement policies on equal opportunities, recruitment and selection, pay and conditions and staff code of conduct;
- Employ specialist staff where necessary to support pupils with special needs or disabilities, and implement the disability access plan;
- Monitor student and staff welfare, with intervention and support where required;
- Increased our ELSA support for vulnerable children
- Taken steps to meet the particular needs of students or staff that have a particular characteristic
- Ensure that there are always equality objectives within the School Improvement Plan (SIP).