

The Children's Hospital School at GOSH & UCH: Equality Objectives (as agreed May 2017)

Teaching Materials	<p><u>3.Diversity of resources</u></p> <p>To review content of teaching materials to ensure they represent society as a whole and known groups within the hospital</p>	<ul style="list-style-type: none"> • Purchase resources where gaps are identified • Ascertain identified groups within the hospital by attending Family Equality and Diversity Group meetings • Include as part of continuous professional development the importance of reflecting diversity in teaching materials 	<p>JG</p> <p>JG</p> <p>JG</p>	<ul style="list-style-type: none"> • <i>Expanded reading materials highlighting women's achievements in arts and sciences and history including female suffrage.</i> • <i>JG is active member of GOSH FED group. Resources purchased to reflect diversity identified by FED Group (ongoing)</i> • <i>To be reviewed by the new Equality Project working party (consisting of staff representing all areas of school workforce) – first meeting September 2018</i>
Staffing	<p><u>4.Recruitment</u></p> <p>To continue to consider diversity when recruiting new staff and governors so that the school is representative of the community it serves.</p>	<ul style="list-style-type: none"> • Consider a variety of publications to encourage applications from underrepresented groups in line with our policies • Take into account the school's equalities policy when appointing new staff /govs • Continue to promote and implement flexible working arrangements where possible 	<p>Head/Govs</p> <p>Head/Govs</p> <p>Head/Govs</p>	<p><i>Significant range and number of applications received in line with policies. Considering removal of names to reduce unconscious bias when short listing</i></p> <p><i>Relevant skills and experiences with regard to medical needs well represented.</i></p> <p><i>A flexible approach adopted wherever possible to balance personal employee circumstances and school needs, particularly on return to work after maternity leave and for those with dependent relatives.</i></p>