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

	Equality Objectives	Actions	Responsible person(s)	Progress to date (Sept 2018)
Teaching and Learning	1.Challenging Stereotyping To improve staff and pupils' understanding of young people and adults with SEN and to	SEN staff to attend the launch of project on the Social History of Learning Disability (LD) including on-line resources for schools	AH	SEN staff attended symposium including launch of project resources. Links established with Access All Areas – an inclusive LD theatre group.
	challenge stereotyping	SEN staff to present resources to whole school staff	АН	 CPD Training for all staff by Access All Areas to provide the background knowledge, information and inspiration for the LD awareness week held June 2018. Positive feedback from staff attending and increased awareness of issues Successful implementation of the on-line resources in school curriculum including lesson plans developed and taught. To be embedded in the curriculum as part of drama, PSHE and citizenship
	2. Rights of citizens To increase pupil awareness of legal and human rights and the responsibilities that	As part of citizenship studies, discuss with pupils their rights as citizens, how they can exercise those rights and how those rights link to responsibilities.	DV	Unit on human rights focusing on the right to education and rights to water taught this year. Focus on rights to clean air in coming academic year 18/19
	underpin society	Help pupils to organize mock elections	DV	 Part of regular curriculum planning when elections nationally or internationally are called.

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Teaching Materials	3. <u>Diversity of resources</u> To review content of teaching materials to	•	Purchase resources where gaps are identified	JG	Expanded reading materials highlighting women's achievements in arts and sciences and history including female suffrage.
	ensure they represent society as a whole and known groups within the hospital	•	Ascertain identified groups within the hospital by attending Family Equality and Diversity Group meetings	JG	JG is active member of GOSH FED group. Resources purchased to reflect diversity identified by FED Group (ongoing)
		•	Include as part of continuous professional development the importance of reflecting diversity in teaching materials	JG	• To be reviewed by the new Equality Project working party (consisting of staff representing all areas of school workforce) – first meeting September 2018
Staffing	4.Recruitment To continue to consider diversity when recruiting new staff and governors so that the school is	•	Consider a variety of publications to encourage applications from underrepresented groups in line with our policies	Head/Govs	Significant range and number of applications received in line with policies. Considering removal of names to reduce unconscious bias when short listing
	representative of the community it serves.	•	Take into account the school's equalities policy when appointing new staff /govs	Head/Govs	Relevant skills and experiences with regard to medical needs well represented.
		•	Continue to promote and implement flexible working arrangements where possible	Head/Govs	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.