

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

	Equality Objectives	Actions	Responsible person(s)	Progress to date (May 2023)
Teaching and Learning	<p><u>1.Challenging Stereotyping</u></p> <p>To improve staff and pupils' understanding of young people and adults with SEN and to challenge stereotyping</p>	<ul style="list-style-type: none"> • SEN staff to attend the launch of project on the Social History of Learning Disability (LD) including on-line resources for schools • SEN staff to present resources to whole school staff 	<p>AH</p> <p>AH</p>	<ul style="list-style-type: none"> • <i>SEN lead practitioner attended the OU LDA symposium including launch of online project resources.</i> <p><i>Links established with Access All Areas – an inclusive LD theatre group. Completed 2019</i></p> <ul style="list-style-type: none"> • <i>All staff participated in CPD facilitated by Access All Areas, to provide the background knowledge, information and inspiration for the LD awareness week, held June 2018. Feedback from staff who attended was positive and indicated that there had been an increase in awareness and understanding of key issues. Completed 2019</i> <p><i>Successful implementation of the online resources in school curriculum including lesson plans developed and taught. These resources are now embedded in the curriculum as part of drama, PSHE and citizenship. Completed 2019</i></p> <p><i>Lifting Limits initial training in summer 2020 and shorter follow-up sessions</i></p>

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				throughout the year 20-21 focused on challenging gender stereotypes. Picture book library and secondary English teaching materials have been diversified
	<p><u>2. Rights of citizens</u></p> <p>To increase pupil awareness of legal and human rights and the responsibilities that underpin society</p>	<ul style="list-style-type: none"> 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. Help pupils to organize mock elections 	<p>DV</p> <p>DV</p>	<ul style="list-style-type: none"> Unit on human rights focusing on the right to education and rights to water taught this year. Disability Rights and access to sport also focused on during Men’s Football World Cup 2018. School year 18/19 pupils took part in National Clean Air day activities. DV also worked with Head of Sustainability at GOSH on developing a Clean Air Framework for the hospital. Part of regular curriculum planning when elections nationally or internationally are called. Citizenship/PSHE activities based on two picturebooks ‘We Are All Born Free’ and ‘Dreams of Freedom’ including lesson plans and resources are available for all staff in shared area and can be adapted for all ages. (19/20)

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				<ul style="list-style-type: none"> ● <i>Following an initial 'The Big Debate Week', monthly debate questions shared on a Google+ community for all pupils to engage in which encourage pupils to think about rights and responsibilities and form opinions on topical issues to do with rights. (19/20)</i> ● <i>Disability rights regularly taught as part of secondary Citizenship classroom teaching for MCU</i>
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>Resources purchased to reflect diversity identified by FED Group (ongoing)</i> ● <i>reviewed by the new Equality Project working party (consisting of staff representing all areas of school workforce)</i> ● <i>Summer 2020 participation in Lifting Limits Gender Equality schools' programme began with equivalent full-day training</i> ● <i>Autumn 2020 Lifting Limits programme continues with auditing of books, curriculum and language in school for signs of harmful gender stereotyping or sexism. Results</i>

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				<i>continue to inform purchasing of new books and materials.</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>	<ul style="list-style-type: none"> ● <i>Significant range and number of applications received in line with policies. Considering removal of names to reduce unconscious bias when short listing</i> ● <i>Ongoing challenge to employ teachers from underrepresented groups- shortlisted candidates have shown an increase in representation at final stage of interview (eg gender, ethnicity)</i> ● <i>Relevant skills and experiences with regard to medical needs well represented.</i> ● <i>New SEND Governor appointed -Camden resident, previous Chair of Camden Labour Party</i> ● <i>Increased underrepresented groups on GB</i> ● <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>