



EQUALITY ACTION PLAN

2025–2028

Date	November 2025 This Action Plan will be reviewed annually along with the Equality Data.
Review Date	November 2026
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Approved by	Curriculum & Student Affairs Committee
Full Governing Body Approval	04.12.2025

Our Equality Objectives

We build our equality objectives into our School Improvement Plan. In this way, they are not an addition to what we identify we need to do to maintain and improve on our outstanding provision, rather they are integral to it.

Our current objectives are:

Objective – from SIP	Led by	Success Criteria and deadlines
<p>SIP – Inclusion Target: Enhance provision for Pupil Premium students, particularly in response to the emerging profile of needs including substance abuse, risk-taking behaviours, and domestic violence.</p>	JEB/ AMB/ SLT	<p>Personal Development (PD) curriculum to be updated and to cover Child Protection Online Monitoring System (CPOMS) trends and emerging needs. Assembly programme to promote a mature awareness of diversity.</p> <p>PD curriculum/ assembly programme online September 2025</p>
<p>SIP – Inclusion Target: Further develop mechanisms for capturing and responding to SEND students' parent voice.</p>	JDM/ SJJ/CFC	<p>Parent surveys will evidence success in terms of communication and progress – Summer 2026</p>
<p>SIP – Inclusion Target: Evaluate the impact of work-based learning placements in terms of attendance/engagement and school progress.</p>	JDM/CFC	<p>Evaluations to be completed by staff/ students in the summer term. Any concerns/ issues to be addressed as an ongoing priority.</p>
<p>SIP – Inclusion Target: Monitor the progress of the Social, Emotional & Mental Health</p>	JDM	<p>Student voice and attendance records to evidence satisfaction with student progress.</p>

(SEMH)/safeguarding cohort in Year 9		
SIP – Attendance Target: Use data from the Department for Education’s attendance dashboard to proactively target students and improve both individual attendance and overall school attendance figures.	SEL, JEB, MCY, NJL, AMB, JD	Improved attendance figures through weekly attendance monitoring. Pastoral Raising Achievement Meetings (PRAM) attendance meetings – Summer 2026
SIP – Personal Development Ensure readiness for the implementation of the new careers framework, including curriculum integration and staff training.	SEW/ST/VM	Careers Development Lead to present changes to both SLT and governors. Monitoring to ensure both curriculum integration and staff confidence in knowledge and delivery.
SIP – Personal Development Strengthen Careers Information, Advice and Guidance (CIAG) by embedding careers education into the curriculum, meeting statutory requirements for work experience, and improving engagement with parents and governance	SEW/ST/VM	Careers Development Led to regularly liaise with Head of Sixth Form and update on progress. Key milestones to include guidance provided in Life, Equality & Values (LEV) lessons, Destination Day planning/ preparation and PD curriculum in preparing student for work experience in both year 10 and year 12.
SIP – Curriculum Review and enhance the diversity and representation within the curriculum to reflect a broader range of perspectives and experiences.	AAS/RALs/SLT	A key target for all departments in 2025/6. Five point plan documents to reflect department approaches to this and to be evaluated as part of the new Performance Management schedule.
SIP – Curriculum	GJE/SRF/KAS	All literacy intervention programmes yields higher

<p>Sustain and further develop disciplinary literacy, reading for pleasure, and literacy for curriculum access by collaborating with Literacy and Numeracy Curriculum Representatives (LANS) and Heads of Department, while exploring new evidence based approaches.</p>		<p>outcomes for identified students. Initiatives are well attended and well evaluated. LANS initiatives develop a love of numbers and reading in increased numbers of students</p>
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<p>SIP – Curriculum Continue to develop numeracy across the curriculum and embed the ‘Maths on Tour’ initiative through collaboration with LANS and Heads of Department.</p>	<p>JEB/ CIJ/RRD</p>	<p>The LANS programme successfully outlines a range of numeracy strategies and initiatives that are used across the school.</p>
<p>SIP – Behaviour Develop bespoke intervention programmes consisting of 4–6 sessions for students requiring support related to discrimination based on protected characteristics.</p>	<p>ZMM/ IGP/ SRF</p>	<p>The running of small group focused sessions targeting specific behaviours as identified by Heads of Year and CPOMS trends.</p>
<p>SIP – Achievement To increase the number of students achieving A* and Grade 9 outcomes through targeted teaching and learning strategies. AAS/RALs/SLT</p>	<p>SLT/ RALS</p>	<p>This is a focus for our Continuous Professional Development training programme 2025-6. Success to be measured in Summer 2026 exam outcomes.</p>
<p>SIP – Achievement Close the attainment gap for our most vulnerable students. Departments should consider Value Added/attainment and vulnerable group performance when setting overall 5PointPlans. Specific targets can also be added based on components of assessment – unit 1 Non-Exam Assessment etc. RALs/SLT</p>	<p>RALS/ SLT</p>	<p>Barriers to learning identified for all vulnerable groups. Narrowing of any gaps identified by HODS in exam performance. SLT/ HOD data analysis meeting is a key milestone for target setting.</p>
<p>SIP – Teaching</p>	<p>AAS/ TT/ RALS</p>	<p>CPD training programme 2025-6 to focus on strategies for the most able</p>

Develop and embed teaching strategies specifically tailored to support the most able students.		students. Success to be measured in exam outcomes – Summer 2026
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<p>SIP- Leadership and Governance Maintain and promote the school’s ethos to ensure students feel happy and safe, particularly in light of increased student numbers following the closure of MHS.</p>	<p>SLT</p>	<p>School voice will evidence an involvement in Equality issues. Increased awareness and support for staff and students Reduction in incidents of bullying is evidenced in CPOMS data. Positive outcomes from parent surveys in October 2025</p>
<p>SIP- Leadership and Governance Monitor and evaluate the impact of the school’s mental health processes, from initial screening to intervention, including the development of supportive frameworks for staff.</p>	<p>JDM/ SEL</p>	<p>Smaller waiting lists for referrals. The student voice survey will continue to reflect that individuals feel supported, and the school understands and responds to needs. Staff and students know where to access appropriate support.</p>
<p>SIP- Leadership and Governance Oversee the demolition process to ensure student safety and the maintenance of high standards throughout.</p>	<p>NJT/ SLT</p>	<p>Students are able to successfully access a broad and balanced curriculum.</p>