



**James Wolfe Primary School
with Centre for Deaf Children**

Equity Plan

**Parent and Carer
Advisory Group**





The current climate

- Death of **George Floyd** and **resurgence of the Black Lives Matter** movement surge around the world with anti-racism protests against racial injustices, calling for systemic reform
- **Far Right Protests**
- **Petitions** and **campaigns** for changes to be made to law and systemic issues
- Organisations, including many large corporations, issuing **statements and commitments**
- **COVID 19** highlights health and social inequalities for different groups
- **Reports and debate which polarise opinion**, with criticism and dismissal of 'woke' perspectives and initiatives



Vision

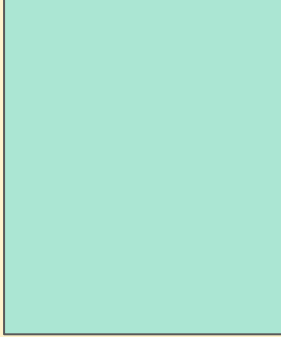
To embed our long-term commitment to equity as a core value of James Wolfe Primary School across our culture and curriculum, including by actively challenging discrimination in all forms.

Objectives

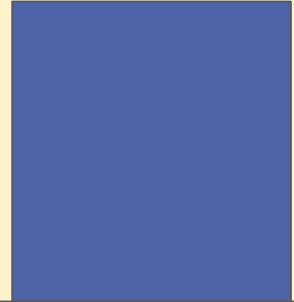
- A sustainable programme of review and change
- To embed equality into how the National Curriculum is taught at James Wolfe
- Children are equipped to engage with anti-racism and diversity, having a lasting impact through their lives
- Empowerment of staff, with enhanced confidence and literacy
- Engaging with the complexities of race with open minds
- Proactive calling out and listening to problems
- James Wolfe Primary School is diverse and inclusive



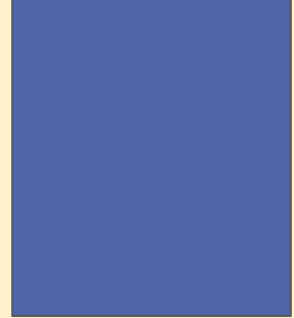
**Curriculum
Committee**



**People, Processes
and Systems
Committee**

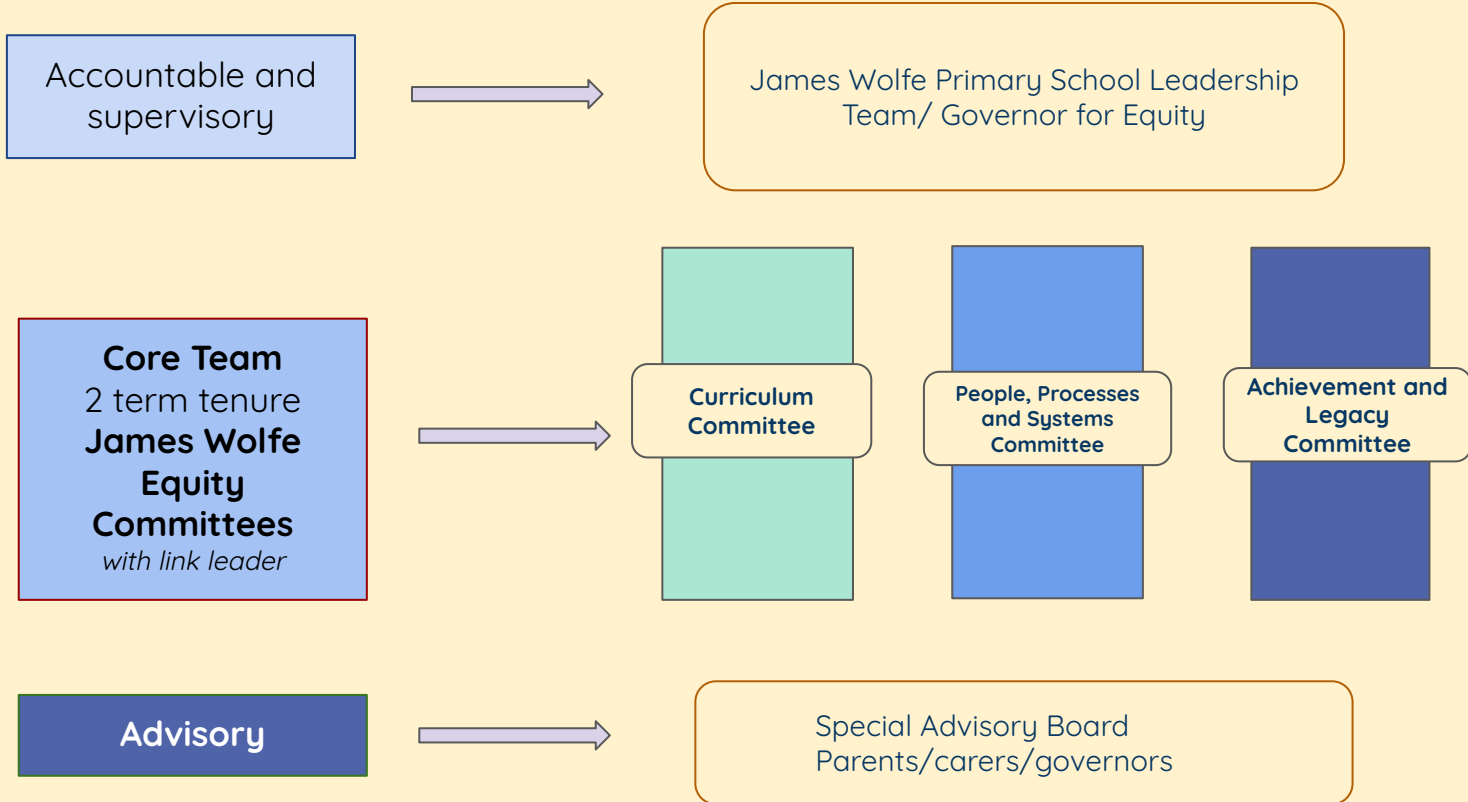


**Achievement and
Legacy Committee**





Equity Plan Framework





Curriculum Committee

- Embedding equity into everyday learning with confidence
- Assessing age appropriate content
- Identifying resources and partners to support
- Decolonisation of curriculum

Dr. Christienna Fryar

Lecturer in Black British History
Convenor, MA Black British History
Goldsmiths, University of London

- **Working with us on curriculum development**
- Direct work curriculum leaders
- Subject leaders facilitation day
- Whole staff training session

Member Greenwich anti-racist hub

- Benefit from the expertise of [The Black Curriculum](#) team.
- Hub meetings
- Teacher training session
- Networking to share best practice

**Curriculum
Committee**



People, Systems and Processes committee:

- Training for staff
- Engagement with parents and wider community
- Reviewing systems, policies and processes to identify areas for improvement eg:
 - Identifying gaps in data
 - Recruitment
 - Behaviour management
 - Staff development

**People, Processes
and Systems
Committee**



Achievement and Legacy committee:

- Exploring internal and external (local) data identify issues
- Action plan in relation to findings above (eg achievement, attendance, behaviour, exclusion)
- Forging links with third parties (eg secondary schools, RGB, community)
- Assessing how to measure impact

**Achievement and
Legacy Committee**



Feedback:

- General comments on equity at James Wolfe
- Suggestions for each of the committees:
 - Curriculum
 - Systems, people and processes
 - Achievement and legacy
- Support for James Wolfe
- Support for parents and carers
- Questions