

Equality Objectives 2023-2026



At Hardwicke Parochial Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations between people who share protected characteristics and people who do not.

Our approach is based on our value *Inspiring Children to shine*
'walk as children of light'

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a sense of cohesion and belonging
- We observe good equalities practice
- We aim to reduce and remove barriers
- We have the highest expectation for all of our children

Priority	Action	Success Criteria	Timescale	Responsible	Outcome
To advance equality To continue to raise attainment, rate of progress and diminish any achievement gaps for pupils who are identified as vulnerable. In particular, pupils who are in receipt of Pupil Premium, pupils with	Monitor existing data and data over time to identify patterns and trends Pupil progress meetings 3 times a year to include teachers, SENCO, Deputy Head Teacher and Teaching Partners. Closely monitor the impact of specific interventions and keep additional assessment data to show small steps of progress.	High expectations for all pupils Pupils from all identified groups, particularly SEN, make progress in relation to their starting points. Refer to small steps of progress recorded by SENCO if needed. Attendance and gaps in	On-going throughout the academic year Regularly through PiC meetings	HT/SEN-Co/All Staff GB Ethos, Curriculum & Standards Committee	

SEND and pupils who low attenders.		achievement for identified pupils.			
To foster good relations To further develop awareness within the school community of different cultures and beliefs	Developing relationships with minority-ethnic groups and faith groups Raise awareness of cultural diversity through assemblies, school trips and activities	School recognises and values diversity. The school has positive relations with different ethnic backgrounds who mix and get along well and with the wider community .The school community have a greater understanding of what is meant by 'cultural diversity'	Ongoing throughout the year Planned each term	HT/SEN-Co/All Staff GB Ethos, Curriculum & Standards Committee	
To eliminate discrimination To continue to actively break down any stereo types that may exist with regard to disability	To educate the pupils and develop their knowledge and understanding of 'difference' (PSHE (Scarf Curriculum/promotion of school values and Cultural Capital with a particular focus upon 'Open minded and understanding of others'	Greater understanding by all pupils of 'difference' Greater acceptance of all children with 'differences' – both social, emotional and academic Reduction of incidence of bullying or harassment Children to feel involved and able to offer their opinions	On-going SEAL/SMSC & British Values programme Bi-Annual Use of school based values	HT/SEN-Co/All Staff GB Ethos, Curriculum & Standards Committee	