

HURST GREEN PRIMARY SCHOOL



Equality Statement & Equality Objectives 2025 - 2028

Policy for the attention of			
Audience	Key Audience	Optional Audience	Additional/Notes
Senior Leadership Team	√		
Teachers	√		
Teaching Assistants	√		
Administrative Staff	√		
Lunchtime Supervisors	√		
Site Manager	√		
Cleaners	√		
Governors	√		
Parents	√		
Website	√		
Local Authority			

Responsibility of	Full governors
Review frequency	Reviewed annually or in response to changes in legislation
Previous versions agreed	December 2024
This version agreed	February 2025
Next review date	Spring term 2026

Equality Duty Statement for Hurst Green Primary School

At Hurst Green Primary School, we are dedicated to promoting equality, diversity, and inclusion across all areas of school life and upholding the principles set out in the **Equality Act 2010**.

1: Our Ethos of Inclusion and Respect

Our school places a strong emphasis on recognising each child as a unique individual with their own strengths, needs, and aspirations. We strive to foster an environment where all members of our community feel valued, respected, and empowered to be their authentic selves. Our core values of **respect, compassion, equity, aspiration, collaboration, and responsibility** guide our actions and decisions, ensuring that we create a nurturing and inclusive space for our children to learn and grow.

2: Our Commitment to Equality

We recognise that every member of our school community - whether staff, student, parent, or visitor—has the right to be treated with dignity and respect. We aim to ensure that all members of our community, regardless of their **age, gender, race, disability, religion, sexual orientation, or any other protected characteristic**, have equal opportunity to thrive.

As part of our commitment to the **Public Sector Equality Duty** (Equality Act 2010), we are focused on three key aims:

I. **Eliminating Discrimination, Harassment, and Victimisation**

We work hard to create a school culture where all forms of discrimination, harassment, and victimisation are not tolerated. Every member of our school community—whether a pupil, staff member, parent, or visitor—should feel valued and respected. We take immediate action to address any incidents of discrimination or bullying and ensure that all pupils and staff feel safe.

II. **Advancing Equality of Opportunity**

We are committed to providing equal opportunities for all pupils to succeed and achieve their full potential. We take steps to remove barriers to learning, provide tailored support, and ensure that every child, regardless of their background or characteristics, has the opportunity to excel academically, socially, and emotionally.

III. **Fostering Good Relations Between Different Groups**

Our school actively promotes mutual respect, understanding, and appreciation of diversity. We encourage positive relationships between pupils and staff from all backgrounds, ensuring that our school community is inclusive and supportive of each other. We also work to challenge stereotypes and promote equality through our curriculum, assemblies, and wider school activities.

3: Equality Objectives 2025 - 2028

As part of our ongoing commitment to equality, we have set the following objectives:

- I. **Narrow the Achievement Gap and Ensure All Children Leave Our School as Confident Readers Who Love Reading**
 - **Objective: To ensure that disadvantaged pupils and those with special educational needs and disabilities (SEND) achieve in line with their peers in reading.**
 - **Actions:** Provide relevant and engaging reading materials, provide quality teaching, targeted interventions and support, closely monitor progress, and offer a range of resources to meet individual learning needs.
- II. **Ensure Accessibility for All Pupils**
 - **Objective: To improve access to learning and wider experiences for pupils with disabilities and special educational needs.**
 - **Actions:** Make reasonable adjustments to the physical environment, adapt the curriculum, and teaching methods to support the inclusion of all pupils. Ensure all students have access to appropriate learning tools, resources, and support.
- III. **Promote Cultural Awareness and Understanding**
 - **Objective: To promote respect and understanding for different cultures, beliefs, and backgrounds within our school community.**
 - **Actions:** Develop and deliver a curriculum that celebrates diversity, holds cultural awareness events, and supports positive relationships between all pupils. Encourage pupils to share their cultural traditions and experiences.
- IV. **Increase Participation in Extracurricular Activities**
 - **Objective: To ensure all pupils, regardless of background, gender, or ability, have equal access to extracurricular opportunities.**
 - **Actions:** Review participation in extracurricular clubs, school trips, and events, and ensure that no barriers prevent students from taking part. Actively promote experiences to engage children who might not otherwise participate, e.g. girls in STEM
- V. **Provide Ongoing Equality and Diversity Training for Staff**
 - **Objective: To support staff in developing an understanding of equality, diversity, and inclusion.**
 - **Actions:** Provide regular professional development opportunities focused on inclusivity, unconscious bias, and promoting equality through teaching practices.

4: Monitoring and Review

We continuously monitor and review our equality objectives to ensure they are having a positive impact. We gather feedback from pupils, parents, and staff, and adjust our policies and practices as needed. Our equality objectives are reviewed annually to ensure that Hurst Green Primary School remains a fair, inclusive, and respectful environment for all.

If you would like further information or have any concerns regarding equality at Hurst Green Primary School, please do not hesitate to contact us.

Miss K. Wilson (Headteacher and Equality & Diversity Lead)