

Love of learning, Love of life itself and Love of God

## **Equalities Statement**

### **EQUALITY OBJECTIVES 2024 – 2028**

Hormead Church of England First School is committed to promoting equal opportunity and creating an inclusive environment where all pupils, staff, and visitors are respected, valued, and empowered. Our school community celebrates diversity and strives to ensure that every individual, regardless of race, gender, disability, faith, or background, is treated equitably and has access to the full curriculum and the life of our school. We believe that respecting and celebrating differences enriches our community, opening our pupils' eyes to the wonder of the world and fostering a strong sense of unity and belonging.

Under the Equality Act 2010, we welcome our general duty to

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

We recognise our specific duties which aims to assist us to meet our general duty –

- To annually publish information on how we are complying with the Equality Duty including to publish information on our school population.
- To publish equality objectives every four years, which show how we plan to tackle inequalities and reduce or remove them.

### **Our Equality Objectives**

**Objective 1:** To promote and sustain an inclusive Christian ethos.

We aim to foster an environment where diversity is celebrated, and everyone feels safe, respected, and able to thrive. We will actively encourage and model positive attitudes toward differences, ensuring that all members of our school community feel valued and supported.

**Objective 2:** To eliminate discrimination.

We will uphold our responsibility to prevent and address any form of discrimination or inequality. Through clear policies, regular staff training, and proactive communication, we will ensure that our school is free from discriminatory behaviour and is a welcoming place for everyone.

**Objective 3:** To provide equality of opportunity for all with protected characteristics.

We will monitor and analyse achievement by race, gender, and disability, responding to trends with targeted support as needed. We are committed to raising aspirations, especially for our most vulnerable pupils, helping them to become confident, successful learners and responsible citizens. Staff will receive ongoing training to support these pupils and their families effectively.

**Objective 4:** To promote positive relationships and community cohesion

We are dedicated to fostering a sense of belonging and respect among pupils, staff, parents, and the wider community. Through collaborative events, inclusive activities, and meaningful engagement, we

will build positive relationships within our community and reinforce a shared sense of responsibility for maintaining an inclusive and just school environment.

**Objective 5:** To increase the representation of pupils, teachers and governors from local Black, Asian and minority ethnic (BAME) communities over a 4-year period (from this July to July in 4 years' time).

- **Invite BAME Participation:** Encourage BME community involvement in school activities like reading, assemblies, and cultural events to celebrate diversity and foster inclusivity.
- **Recruitment for Governance:** Actively promote governing body roles to BME candidates through local community centers, places of worship, and BME networks.
- **Staff Training:** Provide inclusive recruitment and unconscious bias training for staff and governors to deepen understanding of diversity and representation.
- **Annual Diversity Day:** Host a 'Diversity Day' each year to celebrate and promote diversity within our school community.
- **Accessibility for EAL Parents:** Remove language barriers for parents with English as an additional language, ensuring they can access school news and engage in school life.

By embedding these objectives within our daily practices, vision and values, Hornead Church of England First School endeavours to create a school where everyone feels empowered, respected, and valued.