



Our Equality Objectives 2021-2024

Reviewed by	Governors
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Next review due Summer term 2023-24	

Our school vision.

Hethersett VC Primary School empowers its children and their families to flourish and grow. Creativity, compassion, responsibility, the love of learning to gain knowledge and wisdom, combined with Christian values shape our inclusive education.

Together we are stronger, respecting ourselves and others to create a successful and healthy future.

Keep your roots deep in him, build your lives on him, and become stronger in your faith, as you were taught. And be filled with thanksgiving. Colossians 2:7

Introduction

1. Hethersett Primary School has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our equality objectives for 2019-2022.
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:
 - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity for people with protected characteristics ;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. The Act also requires schools to:
 - Publish equality objectives that are proportionate, specific and measurable
 - Report annually on progress
 - Publish a school accessibility plan.

Norfolk's diverse population & our school community

7. Norfolk is the fifth largest shire county in England, with 885,000 residents. Norfolk's diverse communities are interwoven into the county's history, spanning hundreds of years. For more information see Norfolk Insight.

The diverse population of our school

8. Our school community has its own unique make up (2020):
 - EAL: 5.2%
 - Ethnic minority (not White British): 16.4%
 - Disadvantaged: 14.4%
 - SEND: 10%
 - Male: 51%
 - Female: 49%

Issues that our objectives take into account

9. Our equality objectives address the following issues:
 - Like many areas of the country, Norfolk saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
 - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school. This is

a major issue because Norfolk has a higher number of disabled people than other parts of the country and increasing numbers of disabled young people.

- Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

Our equality objectives for Hethersett Primary School

10. Our five objectives are:

- 1) To ensure all areas of our school site are fully accessible for all members of our school community.
- 2) To ensure that all members of the Hethersett Primary School community are respected and valued, irrespective of 'difference'.
- 3) To ensure that all children can fully participate in all aspects of our curriculum, including trips and residential visits.
- 4) To ensure that all children are given the option to attend extra-curricular activities.
- 5) To ensure that appropriate teaching resources are fully utilised in order to reduce or eliminate incidences of homophobia/racism/sexism.

11. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

12. Our Governing Body is responsible for monitoring delivery of our objectives annually.

13. The date of the next formal review of these objectives is March 2024.

Further information

14. For further information please contact the school office:

office@hethersettprimary.co.uk

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure all areas of our school site are fully accessible for all members of the Hethersett Primary School community and visitors.	Regular site inspections by site manager, governor and head teacher. Any repairs that are needed to be reported immediately.	Daily site inspections from site manager. Termly inspections with governor responsible for premises.	All members of the HPS community and visitors can access all areas of the school site freely.	Jo Moir Business Support Manager Pete Maddox Caretaker Matthew Parslow-Williams Head Teacher Graham Hayes Governor
To ensure that all members of the Hethersett School community are valued and respected, irrespective of 'difference'	All children take part weekly circle time sessions. PATHS pupil of the week to take place in all classes. PATHS lessons to be taught at least weekly. Assemblies/Collective Worship SRE programme to be taught annually to all year groups. All adults to model school ethos and values	Throughout the year.	Children feel happy, resilient and loved, showing respect for each other and their community – as per School ethos. Reduction of incidences logged on Pupil Asset. Monitored by SLT	Class teachers and other adults eg: TAs/ MSAs Matthew Parslow-Williams Head Teacher Ros Miller PATHS/SRE coordinator
To ensure that all children can fully participate in all aspects of our curriculum including trips and residential visits.	1:1 adult support where appropriate and making all reasonable adjustments for disabled pupils. Liaise closely with external agencies to support children eg: with sensory needs. Where children are withdrawn from lessons owing to religious beliefs or other cultural beliefs,	Throughout the year.	All children have the opportunity to fully access the curriculum and take part in trips and residential visits.	Class teachers Head Teacher

	teachers to ensure they have an alternative, engaging curriculum. Parents/other staff members to accompany children on trips and residential visits. Full risk assessments carried out before any trip or residential as per EVOLVE.			
To ensure that all children are given the option to attend extra-curricular activities.	To ensure that a range of extra-curricular, sporting activities are offered to all pupils via ProCoach Sports, Sports Partnership and Dance Showcase.	Throughout the year. Autumn term - PE leads and PE coaches to decide which activities to take part in.	An increased % of children take part in a greater range of activities and competitions offered to the children	Lewis Wilkins PE lead Rosanna Stone/Paul Colbeck ProCoach Sports
To ensure that appropriate teaching resources are fully utilised in order to reduce or eliminate incidences of homophobia/racism/sexism.	All teachers to teach the PATHS programme. RSE to take place using newly published curriculum. To actively take part in Anti-bullying week and other similar initiatives. GRT ambassador to ensure GRT families are given the same opportunities as others. Nurture provision		Reduced amount of incidents reported to Head teacher.	Class teachers Head Teacher GRT Norfolk CC – Caroline Henderson