# Equality Objectives 2025–2028

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| **Reviewed by** | |
| **Meeting Approval date** | |
| **Filed in SharePoint site** | |
| **Posted in school website** | |
| **Next review due** | |

**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 VC Primary School has a statutory duty to publish one or more equality objectives at least every four years by 6 April. This document sets out our equality objectives for 2025–2028.
2. These objectives aim to strengthen equality and accessibility across our school community. They are informed by evidence about key issues for our school and reviewed every four years.
3. A central theme is maintaining dialogue with pupils, families, staff, and governors to identify emerging issues and address them effectively.
4. This document also summarises the legal context for equality and the issues informing our objectives.

**The Legal Context**

Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to:
• Eliminate discrimination, harassment, 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 those who do not.

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**

Norfolk remains one of England's largest counties with a diverse population of over 900,000 residents. Our school reflects this diversity and is committed to inclusion and equality.

Our School Community (2025 data):

- Total Number of Pupils on roll: 306
- EAL: 3.59%
- Ethnic minority (not White British): 25%
- FSM: 11.44%
- Pupil Premium: 12.75%
- SEND: 12.75% = EHCP 2.29% + SEN Support 10.46%
- Service Children: 0.33%
- Young Carers: 0.33%
- Male: 53%
- Female: 47%

**Issues Informing Our Objectives**

• Continuing need to promote respect and value diversity in light of national and local trends.
• Ensuring access for disabled pupils and those with SEND remains embedded in daily practice.
• Addressing misconceptions that accessibility increases costs by demonstrating benefits of forward planning.

**Our Equality Objectives for 2025–2028**

1) Ensure all areas of our school site are fully accessible for all members of our community.
2) Promote respect and value for all members of the school community, irrespective of difference.
3) Guarantee full participation in all aspects of the curriculum, including trips and residential visits.
4) Provide equal access to extra-curricular activities for all pupils.
5) Use appropriate teaching resources to reduce or eliminate incidents of discrimination, including homophobia, racism, and sexism.

**Monitoring & Governance Arrangements**

The Governing Body will monitor delivery of these objectives annually. The next formal review will take place in March 2028.

**Further Information**

For further information, please contact the school office: office@hethersettprimary.co.uk

**Action Plan**

| Objective | Actions | Timescale | Success Criteria |
|---|---|---|---|
| Accessibility | Regular site inspections; immediate repairs | Ongoing | All areas accessible |
| Respect & Inclusion | PATHS lessons, assemblies, SRE programme | Throughout year | Reduction in incidents |
| Curriculum Access | Reasonable adjustments, risk assessments | Throughout year | All pupils participate |
| Extra-Curricular | Offer wide range of activities | Termly review | Increased participation |
| Anti-Discrimination | Teach PATHS, RSE, anti-bullying initiatives | Throughout year | Fewer incidents logged |