



EQUALITY OBJECTIVES

Equality Objective 1

To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, key stages, trends over time and comparisons with other schools.

We will complete this by: July 2026

Why we have chosen this objective:

We have chosen this objective to enable us to:

- Determine how pupils with different characteristics are performing · Determine strengths and areas for improvement
- Identify groups and implement planned interventions to meet their needs. · Make evidence available, identifying improvements for specific groups

To achieve this objective we plan to:

- Analyse data published via IDSR, ASP and internal data.
- Implement actions in response and publish this information · Prepare reports for the Local Governing body.
- Evaluate pupil, staff and parent voice.

Progress we are making towards achieving this objective: Review December 2023

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Equality Objective 2:

To eliminate discrimination, prejudice and other conduct that is prohibited by the Equality Act 2010

We will complete this by: July 2026

Why we have chosen this objective:

We have chosen this objective:

- To ensure that staff are sufficiently trained to recognise prejudice and increase the understanding of equality.
- To support pupils in developing fully inclusive attitudes and using appropriate terminology.
- To provide an environment that welcomes, protects and respects diverse people.

To achieve this objective we plan to:

- Senior Leaders and Governors to complete the Safer Recruitment training on a rolling programme or as required.
- To ensure the Equalities Champion participates in on going training
- Provide training and support for all staff and those with specific responsibilities to advance equality of opportunity and foster good relations with the school community.
- Include training on the Equality Act as part of staff induction and as annual refresher training for all staff.
- Monitor any tensions between different groups within the school and if necessary implement initiatives to address them
- Evaluate staff training records, pupil, staff and parent voice.
- Ensure that new pupils are supported and interventions are put in place to ensure a positive transition to Hunningley.

Progress we are making towards achieving this objective: Review December 2023

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Equality Objective 3

To ensure that school activities extend to and include all groups and that all pupils and staff are given opportunities to make a positive contribution to the life of the school.

We will complete this by: July 2026

Why we have chosen this objective:

We have chosen this objective

- So that we continue to meet our equality objectives
- In order to develop parent's forums and workshops for discussions around tolerance.
- To ensure that we have a fair recruitment process
- To ensure that the school is DDA compliant.
- To keep abreast of current agenda issues

To achieve this objective we plan to:

- Include staff with protected characteristics in activities
- Develop an inclusive culture and develop teamwork, belonging and school 'family' identity
- Work with parents to promote knowledge and understanding of different cultures
- Continue to deliver the revised RSE curriculum.
- Provide a prayer space for staff during specific religious events.
- Develop links with people and groups who have specialist knowledge about particular characteristics to help inform and develop approaches.
- Extend pupil jobs, sports teams, school council, performances, extra-curricular activities, leadership opportunities
- Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.
- Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, letterheads, application forms and website, to help address the under-representation of people with disabilities in the school workforce.
- Consider the inclusion agenda when recruiting staff, particularly to more senior and managerial roles.
- Engage with United Learning Trust wide diversity and inclusion agenda, directives, initiatives.



Hunningley Primary Academy

The best in everyone™

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Progress we are making towards achieving this objective: Review December 2023

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Equality Policy Matrix

X = Not applicable * Applicable

Policy	RACE	DISABILITY	SEX	GENDER REASSIGNMENT	PREGNANCY AND MATERNITY	AGE	RELIGION AND BELIEF	SEXUAL ORIENTATION
Admissions Policy	*	*	*	*	*	X	*	*
Equalities and Cohesion Policy	*	*	*	*	*	*	*	*
Disability & Access Policy	X	*	X	X	X	X	X	X
Exclusions Policy	X	X	X	X	*	X	X	X
Equality Information and Objectives	*	*	*	*	*	*	*	*
Equal Opportunities Statement	*	*	*	*	*	*	*	*
Staff Grievance Procedure	*	*	*	*	*	*	*	*
Staff Harassment & Bullying Policy	*	*	*	*	*	*	*	*
Inclusion Policy	*	*	*	*	*	X	*	*
Recruitment & Selection Policy	*	*	*	*	*	*	*	*
SEN Policy	X	*	X	X	*	X	X	X
Behaviour Policy	*	*	*	*	X	X	*	*