



Equality Statement Objectives 2018 -2020

Hedgewood School is committed to creating an inclusive environment, where everyone is treated with dignity and respect. We will try to anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential.

Equality of opportunity, is at the core of the mission, vision and values of our school .and we believe that it will make us a better place to learn and work.

We believe that everyone has the right to be treated fairly and without discrimination, regardless of age, disability, gender, gender identity, race, religion or belief, sexual orientation, circumstances or background. To fully support this ideal.

Please see below our Equality and Diversity Policy and Equality Objectives.

Equality strand/ characteristic	Equality objective	Strategy	Monitoring	Who is responsible	Success indicators
All	To publish and promote the Equality Objectives to the school community	Publish and promote the Objectives through the school website, assemblies, class time, learning, communication, behaviour management, relationships and team meetings	Regular follow up discussion around the Objectives with staff, pupils and parents	The whole school, led by the Senior Leadership Team (SLT) Designated governor	Staff and families are familiar with the principles of the Equality Objectives e.g. Consider them when planning lessons, creating classroom displays
Race Gender Disability	To monitor and analyse students' achievements by race, gender and disability and to act on any trends in the data that require additional support for students	SLT will extrapolate data on a termly basis and will use data to plan interventions where needed	Achievement data will be analysed by race, gender and disability using SIMS via 6 weekly data drop	SLT	Data will be analysed and used to plan additional support where required, and concerns will be addressed
Religion and belief	Ensure that weekly Acts of Worship are meaningful for pupils and enable pupils to broaden their understanding of different faiths	By July 2019, all pupils will have participated in a range of weekly Acts of Worship that enable them to experience different faiths and understand some key principles of those faiths	Regular monitoring from SLT of Acts of Worship, alongside feedback from staff, pupils and families	The whole school, led by the Senior Leadership Team (SLT)	Pupils have a broader experience of different faiths and can identify some key principles of those faiths using their preferred method of communication
All	To increase the role that parents / carers / other family members play in the overall life of the school	The school is currently working towards the Leading Parent Partnership Award. As part of this, a number of strategies are being utilised to increase engagement from families	Regular monitoring by Team Leaders and SMT: SMT meeting agenda item	The whole school, led by the Senior Leadership Team (SLT)	Families will be more fully engaged with the school.