



## **Equality Statement Objectives 2018 -2022**

Hedgewood School is committed to maintaining an inclusive environment, in which everyone is treated with dignity and respect. We aim to anticipate and respond positively to diverse needs and circumstances so that each individual can achieve their potential.

Equality of opportunity is at the core of Hedgewood's mission, vision and values. This makes our school a great place to learn and work.

As a staff, 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.

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

Equality strand/ characteristic	Equality objective	Strategy	Monitoring	Who is responsible	Success indicators
All	<b>To publish and promote the Equality Objectives to the school community</b>	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	<b>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</b>	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	<b>Ensure that weekly Acts of Worship are meaningful for pupils and enable pupils to broaden their understanding of different faiths</b>	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	<b>To increase the role that parents / carers / other family members play in the overall life of the school</b>	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.

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