

Equality Information & Objectives

Henry Hinde Junior School



2022- 2026

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics. For schools, this means that it is unlawful to discriminate against or treat others less favourably on the grounds of their gender, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity. Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED), which requires schools to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups; and
- Foster good relations between different groups.

As a public organisation, we are required to:

- Publish information to show compliance with the PSED (via the schools Equality Statement); and
- Publish Equality Objectives at least once every four years.

What are the school's Equality Objectives?

Objective 1	To ensure that children in receipt of the Pupil Premium perform as well as their peers in Reading, Writing and Maths.
Why we have chosen this objective:	- Pupil Premium children do not perform as well as Non- Pupil Premium children across the school in all subjects.
To achieve this objective, we plan to:	- Offer after school tuition to all Pupil Premium children in either Reading, Writing or Maths. - Ensure that PP children are identified in Pupil Progress meetings and that teachers are aware of their gaps in knowledge. - Monitor closely the attainment of the PP children during Book Looks and Learning Walks.
Progress we are making towards achieving this objective:	<i>Progress towards this objective will be reviewed at the end of 2022/2023</i>

Objective 2	Further improve children's knowledge, understanding and acceptance of national heritage and cultural diversity.
Why we have chosen this objective:	- School serves a predominantly White British community; - % of children from ethnic minority backgrounds or who speak English as an additional language is steadily increasing year on year; - Awareness of changing demographic of local community that now has an increasing number of migrants.
To achieve this objective, we plan to:	- Ensure that the SCARF curriculum is followed in all classes and that lessons are being taught on this subject - Further extend the range of visitors in school assemblies to more comprehensively represent the religious and cultural make-up of the school;

	<ul style="list-style-type: none"> - Ensure learning resources represent cultural and religious diversity; - Ensure that the school's PBL curriculum provision is focused on British heritage and countries linked to ethnic minority children's countries of origin.
<p>Progress we are making towards achieving this objective:</p>	<p><i>Progress towards this objective will be reviewed at the end of 2022/23</i></p>