



Equality Act 2010

Our Equality Objectives

June 2021

For further information or if you need this document in large print, audio, Braille, alternative format or a different language please contact the School Office on 01493 730364 or office@hemsby.norfolk.sch.uk

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Introduction

1. Hemsby Primary School has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our four equality objectives for 2021- 2025
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:
 - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity for people with protected characteristics¹;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. 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

7. Norfolk is the fifth largest shire county in England, with 914,039 residents. Norfolk's diverse communities are interwoven into the county's history, spanning hundreds of years. For more information see [Norfolk Insight](#).

The diverse population of our school

8. Our school community has its own unique make up:
 - 95% White British, 100% English Language spoken
 - 57% male, 43% female
 - 23% Pupil Premium of which 23% Free School meals, 2% Post LAC or adopted and 1% In Care
 - Our School does not have a diverse mix of culture, religions or ethnicity

- 19% overall SEN, 3% of that are children with an Education and Health Care Plan

The profile of our workforce and the governing body

9. The profile of our workforce and governing board is mainly White British.

Issues that our objectives take into account

10. Our equality objectives address the following issues:
- Like many areas of the country, Norfolk saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
 - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school. This is a major issue because Norfolk has a higher number of disabled people than other parts of the country and increasing numbers of disabled young people.
 - Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

Our equality objectives for 2021-2025

11. Our four objectives are:
1. To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils
 2. To raise levels of attainment in core subjects for vulnerable learners
 3. To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access and engagement
 4. To provide a curriculum which promotes respect for diversity and challenges negative stereotyping
12. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

13. Our Governing Body is responsible for monitoring delivery of our objectives on a termly basis.
14. The date of the next formal review of these objectives is Autumn Term 2021

Further information

15. For further information please contact the Headteacher.

Our Equality Objectives for 2021-2025

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils	Termly Pupil progress meetings with teachers to identify progress and attainments for groups of children and to identify interventions in place	Reviewed Termly and action taken as a result	Children in vulnerable groups will make expected or above progress and attainment	Class teachers Headteacher
To raise levels of attainment in core subjects for vulnerable learners	Formative and summative assessment to identify progress and attainment Targeted evidence based interventions which have clear entry and exit dat in place	Reviewed half termly by class teachers as per the intervention cycle and termly with the Headteacher at Pupil progress meetings	Children in vulnerable groups will make expected or above progress and attainment	Class teachers Headteacher
To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equality and fairness in access and engagement	Keep a register of parents attending school events Monitor pupil engagement with home learning through Dojo Keep a record of attendance at school clubs	Review on a termly basis	Parents and pupils across all vulnerable groups will show good engagement with school acitivities	Headteacher

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To provide a curriculum which promotes respect for diversity and challenges negative stereotyping	Whole school termly topics addressing culture capital Curriculum planning to include opportunities to explore diversity, experiences provided for children which address diversity	Ongoing and evident in curriculum planning across the school	Children will be able to talk about the importance of diversity and will have age related understanding Children will be tolerant and respectful of others' views and opinions	All staff

ⁱ The characteristics protected under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation