



Equality Objectives Policy 2026/2027

Date Approved by The Board of Trustees	09.07.26
Effective Period	01.09.26 – 31.08.27
Reviewer	Ali Taylor
Date of Review	July 26
Next Review Due	July 27

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The board of trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff, Local Committee members and Trustees are regularly reminded of their responsibilities under the Equality Act – for example, during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives 2026 - 2030

Objective 1 – Improve Equity of Educational Outcomes

Aim

Reduce differences in educational outcomes for disadvantaged pupils and those with protected characteristics by ensuring every child receives the support they need to achieve their potential.

Success Measures

- Annual reduction in attainment gaps between disadvantaged pupils and their peers.
- Improved progress for pupils with SEND.
- Improved attendance for disadvantaged and vulnerable groups.
- Governors receive termly equality performance reports.

Objective 2 – Create an Inclusive Culture Where Everyone Belongs

Aim

Continue to develop a culture across all HMFA schools where every pupil, employee and family feels safe, valued, respected and able to thrive regardless of background, identity or protected characteristic.

Success Measures

- Annual pupil, parent and staff surveys demonstrate increasing feelings of belonging.
- Reduction in discriminatory incidents and prejudice-related behaviour.
- Diversity is increasingly represented within curriculum resources, assemblies and enrichment opportunities.
- All schools celebrate a wide range of cultures, beliefs and identities.

Objective 3 – Remove Barriers to Participation

Aim

Ensure every child can fully participate in school life regardless of disability, need, financial circumstance or protected characteristic.

Success Measures

- Increased participation in educational visits, clubs and enrichment by disadvantaged pupils.
- Accessibility plans implemented across all academies.
- Reasonable adjustments consistently provided.
- No child excluded from opportunities because of financial hardship.

9. Monitoring arrangements

The Governing body /Headteacher will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by the Governing Body/Headteacher at least every three years. This document will be approved by the Governing body/Headteacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND policy