



HPS Equalities Objectives

2026 - 2030

Enrich Minds • Empower Individuality • Ignite Passion

Our Vision and Commitment to Equality

At Hughenden Primary School, our vision is to **Enrich Minds, Empower Individuality and Ignite Passion**. We are committed to developing the whole child and ensuring that every pupil leaves our school enriched, empowered and with a lifelong love of learning. Our inclusive and nurturing ethos is built upon our CHEER values of **Cooperation, Honesty, Enthusiasm, Empathy and Respect**.

We believe that every child should feel safe, valued, respected and able to achieve their full potential. Diversity enriches our school community and helps prepare our children to become confident, caring and responsible citizens. We are committed to removing barriers to learning and participation, promoting equality of opportunity and fostering positive relationships throughout our school.

Our equality objectives support our school vision by:

Enriching Minds

- Celebrating diversity and broadening pupils' understanding of the world.
- Providing an inclusive curriculum that reflects a wide range of cultures, experiences and perspectives.
- Ensuring all pupils have access to rich learning experiences.

Empowering Individuality

- Recognising and valuing every child's unique strengths and talents.
- Removing barriers to learning and participation.
- Providing support that enables all pupils to succeed and flourish.

Igniting Passion

- Building confidence, aspiration and resilience.
- Promoting a sense of belonging within our school community.
- Encouraging curiosity, ambition and a lifelong love of learning.

Equality Objectives 2026-2030

Objective 1: Raise Achievement and Outcomes for All Pupils

Aim

To reduce attainment gaps between vulnerable groups and their peers and ensure all pupils make strong progress from their starting points.

Why?

At Hughenden, we believe every child should be empowered to achieve their very best, regardless of background, ability or circumstance.

How we will achieve this

- Monitor attainment and progress data termly.
- Identify and support vulnerable groups through targeted intervention.
- Ensure reasonable adjustments and appropriate support are in place.
- Review outcomes regularly with staff and governors.

Success Measures

- Improved attainment and progress for identified groups.
 - Narrowing achievement gaps year on year.
 - Increased numbers of pupils achieving age-related expectations.
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Objective 2: Promote Respect, Inclusion and Belonging

Aim

To foster a culture in which every member of the school community feels respected, valued and included.

Linked CHEER Values

Empathy, Respect and Honesty

Why?

Children thrive when they feel a strong sense of belonging and learn to appreciate and celebrate difference.

How we will achieve this

- Continue to promote equality, diversity and inclusion through the curriculum and assemblies.
- Challenge discrimination and prejudice effectively.
- Celebrate different cultures, faiths, families and communities.
- Gather pupil voice through surveys and discussion forums.

Success Measures

- Positive pupil wellbeing and belonging survey responses.
 - Reduction in prejudice-related incidents.
 - Increased pupil understanding and acceptance of diversity.
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Objective 3: Improve Attendance and Engagement

Aim

To improve attendance and participation for pupils who may face barriers to full engagement in school life.

Linked CHEER Values

Cooperation and Enthusiasm

Why?

Excellent attendance supports achievement, wellbeing and equality of opportunity.

How we will achieve this

- Monitor attendance for key pupil groups.
- Work in partnership with families to overcome barriers.
- Promote participation in clubs, trips and enrichment opportunities.

- Provide early intervention where attendance concerns arise.

Success Measures

- Reduced persistent absence.
 - Improved attendance rates for vulnerable groups.
 - Increased participation in wider school experiences.
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Objective 4: Strengthen Inclusion for Pupils with SEND and Additional Needs

Aim

To ensure pupils with special educational needs, disabilities and medical needs can access all aspects of school life.

Linked CHEER Values

Empathy, Cooperation and Respect

Why?

We believe all children should have equal opportunities to learn, participate and succeed.

How we will achieve this

- Provide effective reasonable adjustments and personalised support.
- Deliver regular staff training on inclusion and adaptive teaching.
- Work closely with families and external agencies.
- Monitor participation, progress and wellbeing.

Success Measures

- Increased participation in learning and extracurricular activities.
 - Positive feedback from families and pupils.
 - Strong progress and outcomes for pupils with additional needs.
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Objective 5: Develop an Inclusive Curriculum

Aim

To ensure our curriculum reflects, values and celebrates diversity while preparing pupils for life in modern Britain.

Linked CHEER Values

Respect, Honesty and Enthusiasm

Why?

An inclusive curriculum broadens horizons, promotes understanding and helps pupils see themselves reflected in their learning.

How we will achieve this

- Audit curriculum content regularly.
- Include diverse authors, role models, scientists, artists and historical figures.
- Promote discussion about equality, diversity and protected characteristics.
- Provide staff professional development where appropriate.

Success Measures

- Evidence of diversity across curriculum planning.
- Positive pupil feedback.

- Increased understanding of different cultures, communities and perspectives.
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Objective 6: Strengthen Partnerships with Families and the Community

Aim

To ensure that all families feel welcomed, valued and actively involved in school life.

Linked CHEER Values

Cooperation, Honesty and Respect

Why?

Strong relationships between home and school support pupil achievement, wellbeing and inclusion.

How we will achieve this

- Maintain accessible and inclusive communication with families.
- Seek regular feedback from parents and carers.
- Encourage participation in school events and consultations.
- Celebrate the diversity of our school community.

Success Measures

- Increased parental engagement.
 - Positive feedback from parents and carers.
 - Greater participation from all groups within the school community.
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Monitoring and Review

Progress against these objectives will be reviewed annually by the Headteacher, SENDCo and Local Academy Committee.

An annual Equality Information Report will be published on the school website outlining progress made towards these objectives and identifying future priorities.

These objectives will be formally reviewed and updated by **September 2030**.

Hughenden Primary School Equality Statement

At Hughenden Primary School, we are proud of our inclusive, welcoming and nurturing community. Through our vision to **Enrich Minds, Empower Individuality and Ignite Passion**, and through our CHEER values of **Cooperation, Honesty, Enthusiasm, Empathy and Respect**, we are committed to ensuring that every child is valued, supported and inspired to achieve their full potential. We celebrate diversity, promote equality of opportunity and strive to create a culture of belonging where everyone can flourish and succeed.