

Herons Dale Equality Objectives

We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

The Equality Act 2010 places a statutory duty on the school to have due regard to the need to:

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

At Herons Dale

- We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant employment legislation and good practice. Our employment decisions are based upon job related, objective criteria.
- We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect.

The Public Sector Equality Duty

The objectives below show how we as a school are meeting our public sector equality duty.

Our Equality Objectives

Objective	How	Evidence	Ongoing impact
We will ensure there is no gap in progress of children who are in receipt of pupil premium funding	Through planned interventions detailed in the pupil premium strategy	Pupil premium strategy and report.	Increased financial input to support children in receipt of pupil premium funding for SEMH and sensory interventions.
We will celebrate racial and cultural diversity to ensure that all children feel valued and respected as part of the community.	Team around Anti Racism Evaluate current curriculum Prioritise gathering background re. culture, heritage and identity info from families to ensure we can recognise and celebrate this in the pupils day to day experience at school	HAT days Survey responses MAPS	All pupils, families and staff will feel recognised, valued and supported at HD Increased understanding of all within the HD community re. what it is to be anti racist
We will support parents to access information in different ways	Invitation to parents to share with us how they best access information Investment in time to research practical ways of supporting e.g. translators, tech to support	Health workshops Family Liaison Officer Consultation Feedback from parents	All parents will be able to access information and will feel confident doing so Parents better informed by school and therefore better able to support their child