

Hazelbury Equality Objectives 2026-2027



Objective	Action to be taken	By Whom	Timescale	Impact
Reduce attainment gaps so that all pupils achieve highly regardless of background, need or protected characteristic.	Monitor attainment and progress of all pupil groups termly. Continue high-quality adaptive teaching. Provide targeted interventions. Hold pupil progress meetings with a focus on vulnerable groups. Deliver professional development on adaptive teaching and inclusive practice. Evaluate intervention effectiveness regularly. Pupil Premium Ambassador to regularly monitor the progress of Disadvantaged pupils and complete an annual strategic plan and review. Monitor provision of resources.	Class Teachers Senior Leaders Headteacher	Annual Pupil Premium report to be published on school website and share with Governors. Termly tracking of progress and attainment of all children. Weekly CPD organised by the Senior Leadership Team Termly progress meetings between SLT and teachers. Termly achievement and progress data reported to Governors. Termly monitoring visits by the Governors.	Reduced attainment gaps between disadvantaged pupils, pupils with SEND, EAL pupils and their peers. Increased percentages achieving expected and greater depth standards. Strong progress measures across all groups. Governors receive regular reports demonstrating narrowing gaps. The gap between disadvantaged and non- disadvantaged pupils narrows. Teaching and learning observations demonstrate a range of ways to meet the needs of pupils with EAL (use of resources, differentiated planning, focus groups, key vocab etc). Clear progress in pupils' books identified through book scrutiny.

To enable pupils to feel empowered to respect the environment and the rights of others; locally, nationally and globally	Promote the rights respecting school ethos (UNICEF) and the Global Goals. Develop the curriculum to embed a clear focus on citizenship and diversity – with whole school events that celebrate diversity. Develop opportunities within the curriculum to enrich experiences and to develop an understanding of others through extra-curricular activities. Celebrate a wide range of cultures, faiths and communities. Promote pupil voice through School Parliament, Eco Champions, Wellbeing Ambassadors and leadership opportunities. Deliver assemblies promoting equality and respect. Monitor and respond swiftly to discriminatory incidents. Review curriculum resources to ensure diverse representation.	All staff and pupils Senior and middle leaders Headship	On -going On -going On -going	The school ethos and curriculum continue to promote respect for the differences within the school and local community. Issues are covered through lessons, assemblies and staff training. Pupil surveys demonstrate high levels of belonging. Reduction in discriminatory incidents. Positive behaviour and safeguarding data. Increased participation in pupil leadership from all groups.
To ensure that all groups of pupils have good attendance, as a result of increased engagement in their learning, so that they can make improved progress.	Monitor attendance by protected characteristics and vulnerable groups. Work closely with families through the Attendance Team. Remove barriers to attendance through Early Help support where appropriate.	Attendance Officer EWO SLT	Termly reports to governance regarding attendance.	Attendance across the school has improved and persistent absence has decreased. Attendance gaps narrow. Improved engagement and wellbeing.

	Celebrate good attendance. Provide pastoral support for pupils experiencing difficulties. Attendance Officer in place within the school alongside a EWO one day a week. Senior leader who holds a strategic responsibility. Clear policy and procedures in place regarding attendance			Reduced safeguarding concerns linked to poor attendance. Clear procedures allow for parents to have a greater understanding of the importance of attendance.
Continue to develop an inclusive workforce through equality-focused recruitment and professional development.	Promote career progression opportunities for all staff through coaching, mentoring and leadership development programmes. Provide effective induction for new staff, including the school's values, inclusive culture and equality expectations. Ensure safer recruitment and equal opportunities procedures are followed. Review recruitment practices regularly. Promote wellbeing and flexible working where possible.	School Business Manager SLT		Staff from a range of backgrounds successfully access promotion and leadership opportunities. New staff report feeling welcomed and supported. Recruitment demonstrates fairness and transparency. Positive staff survey outcomes. Improved staff confidence in meeting diverse needs.