



Henry Chadwick Community Primary School

Equality Statement & Objectives 2026–2027

Introduction

At Henry Chadwick Primary School, we take our responsibilities seriously to ensure equality of opportunity for all.

As part of **Primitas Learning Partnership (PLP)**, we share the Trust's vision of creating an inclusive learning community, where all schools retain their individual character while working together to help every learner achieve and exceed their potential.

Our school motto is "**Learn to Live.**" In all that we do, we help pupils develop the skills they need for life — building confidence, individuality, and good learning habits in a safe, caring environment. We nurture and prepare each child for the opportunities and responsibilities of adult life.

Our Commitment

In line with the **Equality Act 2010** and PLP's Equalities Policy (v1.2, 2025), we are committed to:

- **Eliminating discrimination, harassment, victimisation and prohibited conduct** (direct, indirect, by perception, or by association).
- **Advancing equality of opportunity** between those who share a protected characteristic and those who do not, by identifying barriers and taking positive steps to remove or diminish them.
- **Fostering good relations** between people of all backgrounds, promoting understanding, respect, and community cohesion.

Protected Characteristics

We give due regard to the nine protected characteristics as defined in law:

Age • Sex • Race • Disability • Religion or belief • Sexual orientation • Gender reassignment • Pregnancy & maternity • Marriage & civil partnership

School Aims

We believe that **Every Child Matters**, and we work with our whole school community to:

- Provide opportunities for pupils and staff to develop the knowledge and skills to live healthy, safe, and responsible lives.
 - Offer a safe physical and emotional environment for all.
 - Provide a wide range of enjoyable learning experiences so that every child can achieve their potential.
 - Encourage pupils to respect the skills and abilities of others, work independently, and strive for improvement.
 - Promote inclusion and participation in school life and the wider community.
-

Actions to Meet Our Duties

Following PLP's policy and Appendix 1 (Advancing Equality on a Daily Basis), we will:

- **Monitor equality outcomes data** (attainment, attendance, behaviour, exclusions, participation) to identify gaps and act on disparities.
- **Review policies, curriculum and practices** to ensure they are inclusive and do not disadvantage any group.
- **Celebrate diversity** through curriculum content, assemblies, events and displays, actively challenging stereotypes and prejudice.
- **Train staff annually** on their responsibilities under the Equality Act and provide updates on equality-related issues.
- **Ensure accessibility** in facilities, communication, and extracurricular activities, making reasonable adjustments where necessary.

- **Seek pupil, parent/carers, staff and governor voice** in decisions that affect them, encouraging representation from all groups.
 - **Report annually** to governors and the Trust on equality data and the Accessibility & Equality Action Plan.
-

Henry Chadwick Equality Objectives (2026-2027)

1. Close Attainment Gaps

Monitor academic progress of all pupil groups (including boys/girls, SEND, disadvantaged, and those with protected characteristics) and provide targeted interventions to reduce gaps.

2. Promote Inclusion Across the Curriculum

Ensure assemblies, PSHE/RSHE, and enrichment opportunities actively celebrate diversity and promote respect for all protected characteristics.

3. Ensure Full Access to School Life

Make reasonable adjustments so that all children can access after-school clubs, residential, pupil councils and pupil voice activities.

4. Monitor Attendance and Behaviour and Close Attendance Gaps (particularly between SEND and Non-SEND)

Analyse attendance and behaviour data by pupil group to identify trends and put support and intervention as soon as any concerns arise. Close the attendance gap between SEND and Non-SEND, Pupil premium and Non-Pupil Premium.

5. Strengthen Staff Awareness & Training

Deliver regular training on equality legislation, inclusive practice, and unconscious bias, ensuring staff are confident in promoting equality and diversity. Deliver regular training for staff on SEND and SEND support.

Monitoring & Review

Our **Accessibility & Equality Action Plan** is reviewed annually by the Headteacher and Local Governing Body, with progress reported to the Trust Board. The Equality Statement and Objectives will next be reviewed in **September 2027**, or sooner if required.