



Hawkesley Church Primary Academy
Equality Information, Objectives and Action
Plan Policy

Date	October 2024
Review Date	October 2027



Our Theologically Rooted Christian Vision



Hawkesley Church Primary Academy is part of BDMAT, a Christian Multi-Academy Trust sponsored by the Church of England, Birmingham. Our school is also affiliated to the Methodist Association. Our Chair of Governors is Reverend Larry Wright from Kings Norton Parish. He works closely with our school to support all aspects of school life and our strong Christian ethos.

As a Church school, the Bible demonstrates to us the impact of living the values embodied by Jesus. We are inspired by the scripture verse, 'let your *light* shine' (Matthew 5:16) which we feel encapsulates our Christian vision and inspires our selection of values. Our core Christian values are grouped within our 'LIGHT' acronym:



Our 4 tenets are what make us special as a church school. These are 4 ideas that we hold true as a church school and show our commitment to equality for all:

David: is our biblical role model for Greatness, as through his faith, he was able to show greatness and defeat Goliath. Our school tie reminds us of our Greatness.






Noah: is our biblical role model for Learning Community, as he was able to bring people/animals together for a common purpose when he built the ark. Our school badge reminds us that we are a Learning Community.

Esther: is our biblical role model for 'Same, but different', as she was an advocate for the Jews and fought against their persecution. Our school shoes remind us of our 'Same, but different' tenet.

Ruth: is our biblical role model for our work on the 'Golden Rule' (Treat others as you wish to be treated; Luke 6:31), as she looked after Naomi when her sons and husband died due to the famine. The golden thread on our school jumpers reminds us of the 'Golden Rule.'



Our Core Christian Values

Value	Biblical texts that underpin our values
 Love	<p>Matthew 22: 36-39: "Love the Lord your God with all your heart and with all your soul and with all your mind." This is the first and greatest commandment and the second commandment resonates with it: "Love your neighbour as yourself".</p> <p>At Hawkesley, we teach the children how to show love to themselves, others, our school and the wider environment and encourage everyone to show love in all that we do.</p>
 Integrity	<p>1 Peter 3:16: "Keeping a clear conscience, so that those who speak maliciously against your good behaviour in Christ may be ashamed of their slander."</p> <p>We teach the children that integrity is about 'doing the right thing even when no one is watching.' Our staff approach all that we do with integrity.</p>
 Greatness	<p>Psalm 71: 21: "May You increase my greatness and turn to comfort me."</p> <p>Just as the Psalmist asked God to increase his greatness, we encourage our children to recognise and show their Greatness. We encourage children and staff not to compare their best to the best of others but to be proud of their own personal achievements.</p>
 Honesty	<p>2 Corinthians 8:21: "For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man."</p> <p>We encourage the children and staff to speak truthfully, with sensitivity to others, and to be true to their words.</p>
 Trust	<p>Proverbs 3: 5-6: "Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight."</p> <p>We define trust as having faith in God (for those that believe in God), ourselves and others. Sometimes, we may not understand why things are happening, but trusting in the Lord and those that love us helps to get us through difficult times.</p>



At Hawkesley Church Primary Academy, we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion. The Equality Act 2010 identifies protected characteristics:

The following characteristics are protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The Equality Act 2010 required us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect.
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair.
- Hawkesley Church Primary Academy is a school committed to producing good citizens – locally, nationally and globally.



Equality Objectives

Objective 1: To educate all members of the school community about discrimination, prejudice, and promote a culture of respect and inclusion.

Child-Friendly Objective: We want everyone in our school to be treated fairly and with respect, no matter who they are. We will learn about different people and how to be kind to everyone.

Rationale: Based on the school's context, vision and values, this objective aims to further strengthen the school's commitment to eliminating discrimination and promoting a harmonious environment.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Ensure the school's Behaviour and Anti-bullying Policy explicitly addresses discrimination and promotes inclusion.	Headteacher, Governing Body	Existing policies, guidance from the Equality and Human Rights Commission	Autumn 1 2024	Updated policies clearly outline the school's commitment to eliminating discrimination.
Incorporate lessons on diversity, inclusion, and challenging discrimination and stereotypes into the PSHE/RSE curriculum.	PSHE Lead	Curriculum resources, staff training	Within 1 academic year	Pupils demonstrate increased understanding of diversity and can identify and challenge discrimination.



Ensure that the appointment of staff is in line with equal opportunities legislation.	Headteacher.	Training	Ongoing	Members of staff and school governors are Safer Recruitment trained. Policy and procedures are adhered to, and records of recruitment are up to date and compliant.
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Impact Statement

By successfully implementing these objectives, Hawkesley Church Primary Academy will create a more inclusive and harmonious environment where all members of the school community feel valued and respected. Staff will have a strong understanding of their responsibilities under the Equality Act, and the school's policies will clearly reflect its commitment to eliminating discrimination. Pupils will develop increased awareness and empathy towards diversity and will be equipped to identify and challenge any form of discrimination.



Objective 2: To narrow the attainment gap between pupils with SEND or from disadvantaged backgrounds and their peers, and to increase their participation in all aspects of school life.

Child-Friendly Objective: We want to help all our friends do their best in school, no matter what they find difficult or what their family situation is. We will work hard to make sure everyone can join in and have fun.

Rationale: The school's context indicates that a significant proportion of pupils have SEND or are disadvantaged, which suggests a need to address any potential barriers to their educational achievement and participation. This objective aims to take proactive steps to support these groups and ensure they have equal opportunities to flourish.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Conduct a detailed analysis of attainment and progress data, disaggregated by SEND and disadvantaged status	Inclusion Lead, Headteacher	School assessment systems	Autumn 1	Gaps in attainment and progress identified for specific groups
Develop targeted intervention programmes to address the identified gaps in attainment and progress for SEND and disadvantaged pupils	Inclusion Lead, Headteacher, Class Teachers	Specialist teaching resources and allocated staff to deliver.	Within 1 academic year	Measurable improvements in attainment and progress for SEND and disadvantaged pupils
Provide training for all staff on meeting the needs of SEND and disadvantaged pupils, including differentiation and inclusive teaching strategies	Inclusion Lead, SLT, external agencies such as CAT Team and PSS	Training materials, external expertise	Within 1 academic year	Staff demonstrate increased confidence and competence in supporting SEND and disadvantaged pupils
Monitor and evaluate the participation of SEND and disadvantaged pupils in extracurricular activities, school trips, and leadership opportunities	Headteacher, DHT, Inclusion Lead	Participation data, feedback from pupils and parents	Ongoing	Increased participation rates for SEND and disadvantaged pupils in a range of activities



Impact Statement

By implementing these objectives, Hawkesley Church Primary Academy will take proactive steps to advance equality of opportunity for pupils with SEND and those from disadvantaged backgrounds. Through targeted interventions, staff training, and monitoring of participation, the school will work to narrow the attainment gap and ensure these groups of pupils have equal access to the full range of educational and extracurricular opportunities. This will contribute to a more inclusive and supportive environment where all pupils are empowered to flourish and reach their full potential, regardless of their protected characteristics or personal circumstances.



Objective 3: To strengthen the school's links with the local community and promote greater understanding and appreciation of diversity.

Child-Friendly Objective: We want to learn about all the different people in our community and how we can be kind to everyone, no matter how they look or what they believe. We will work together with other schools and groups to celebrate our differences and have fun.

Rationale: The school's strong Christian ethos and values, provide a solid foundation for this objective. By building on these strengths, the school can further enhance its efforts to foster good relations and promote community cohesion.

Action Plan

Actions	Person Responsible	Resources Needed	Timeframe	Success Criteria
Organise collective worships and workshops that celebrate diversity and promote respect for differences	Inclusion Lead, PSHE Lead	Collective worship power points, external speakers (if needed)	Within 1 academic year	Positive feedback from pupils, staff, and parents on the impact of these initiatives
Strengthen partnerships with local faith groups, community organisations, and charities to foster mutual understanding and collaboration, e.g. Inter-faith week.	RE Lead AHT	Contacts with local organisations	Ongoing	Increased number of successful partnerships and joint initiatives

Impact Statement

By successfully implementing these objectives, Hawkesley Church Primary Academy will strengthen its connections with the local community and foster greater understanding and appreciation of diversity. Through a range of community engagement activities, diverse curriculum content, and collaborative partnerships, the school will provide opportunities for pupils, staff, and parents to learn about and celebrate the rich tapestry of cultures, beliefs, and characteristics represented within the school and the wider community. This will contribute to a more cohesive and inclusive school environment, where everyone feels a sense of belonging and value, and where differences are celebrated as a source of strength and enrichment.

