Hillcross Primary School

Equality Objectives 2026-2027

Introduction

The public sector equality duty (s149 of the Equality Act 2010) states that:

All schools have a requirement to:

- **Eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it.
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

At Hillcross we work towards **community equity** so that all members have fair and just access to opportunities and resources, acknowledging that individuals may start from different places and require tailored support to achieve equitable outcomes.

There are two specific duties placed on schools as part of this general duty. They are:

- To publish information which shows they have due regard for equalities, as defined by the Act
- To publish at least one equality objective.

The duties are flexible, which means that individual schools are able to set their own objectives depending on their own individual context. The objectives below are based upon the information we have collected to measure how well we are doing with regards to promoting equality (see **Equality Information Overview** for more detail about the information that we use to inform us: Equality Information June 2026).

This has enabled us to identify areas of need and to develop strategies in order to take an informed approach to eradicating the barriers we face.

Our Equality Objectives

- ✔ Are outcome focussed
- ✔ Are aimed at eliminating discrimination, narrowing gaps in attainment or fostering good relations
- ✔ Are based on equality monitoring data, consultations with parents and carers, pupils, staff and governors
- ✔ Are specific, measureable, achievable, realistic and timed (SMART)
- ✔ Name the protected characteristic with which they are concerned
- ✔ Are closely linked with the school improvement plan as a whole
- ✔ Developing a shared responsibility for all

Hillcross Primary School

The aim of the following objectives is to ensure we continue to be an inclusive setting where everyone feels safe and able to achieve.

Equality Objective 1

To create a whole-school culture where everyone actively recognises and challenges unconscious bias, harmful language and stereotyping through reflection, empathy and inclusive communication, ensuring every member of our community feels valued and respected.

Child Version: At our school, we all work together to notice and challenge unconscious bias (the unfair ideas we might have without realising it), unkind language and unfair treatment. We think carefully about the words we use and make sure everyone feels welcome, valued and respected - no matter who they are.

To achieve this objective we plan to:

Continue to build staff understanding by:

- Providing regular opportunities to further explore unconscious bias is, how it manifests in educational settings and to recognise their own biases.
- Reminding staff of inclusive language and ways to appropriately challenge harmful stereotypes by equipping them with strategies to facilitate difficult conversations about bias with parents and pupils
- Including unconscious bias training in your induction programme for new staff.

Embed awareness throughout your curriculum by:

- Teaching pupils age-appropriate vocabulary to recognise and name bias
- Creating opportunities for pupils to reflect on their own assumptions, using P4C or class discussions to explore fairness and treating everyone with respect
- Continuing to weave discussions about stereotypes, prejudice and bias into PSHE lessons
- Continuing to use diverse texts and resources that challenge stereotypes across all subjects

Build empathy through the curriculum by continuing to:

- Use stories and case studies that help pupils see things from different perspectives
- Explore how words and actions can hurt people, even when we don't mean them to
- Teach pupils to question stereotypes they encounter in books, media and everyday life

Raise Family Engagement and Awareness through multiple channels such as:

- Being transparent about your school's approach and why it matters

- Establishing parent forums or coffee mornings where families can discuss issues around bias and equality
- Hosting parent workshops on unconscious bias - what it is, how it affects children, and how families can challenge it at home
- Include articles in your newsletter about recognising and challenging bias using real examples that parents can relate to
- Creating factsheets for parents about common biases and how to challenge them
- Sharing book lists featuring diverse characters and perspectives
- Share practical tips, conversation starters and examples of inclusive language for families in different formats to make it accessible
- Continuing to use surveys to gather parent views on how the school addresses bias

Use assemblies and special events to raise awareness by continuing to:

(Focus for the Equality/Equity Committee)

- Plan assemblies that explore themes of fairness, respect and treating everyone equally
- Use awareness days as opportunities to focus conversations about particular issues (for example, Black History Month, LGBT+ History Month, International Women's Day)
- Invite guest speakers who can share their experiences of bias and discrimination
- Celebrate diversity within your school community

Create a Whole-School Culture of Reflection

(Focus for the Equality/Equity Committee)

Establish clear expectations by:

- Reviewing relevant policies to ensure our commitment to challenging bias is explicit
- Displaying inclusive language and anti-bias messages around school
- Ensuring children are aware of and use inclusive language and know ways to appropriately challenge harmful stereotypes
- Celebrating when pupils and staff challenge stereotypes or biased thinking
- Model reflection and learning when mistakes are made
- Making consideration of unconscious bias a standing item in senior leadership meetings
- Reporting on progress to governors regularly

Equality Objective 2

To develop a culture where all members of the community understand and challenge gender inequality, sexism and misogyny, whilst actively promoting healthy masculinity, so that children feel confident to participate collaboratively and equitably in all aspects of school life and beyond.

Child Version: We want to create a school where we all understand that everyone should be treated equally and fairly, no matter if they are a boy, girl, or feel different. We'll learn to recognise and challenge unkind and unfair treatment based on gender and we will speak up about it. We'll understand that there are many positive ways to be yourself, and this will help us work well together in school and prepare us for the future.

To achieve this objective we plan to:

Curriculum and Teaching

Embed gender equality across the curriculum by reviewing how we are teaching your pupils about issues related to gender and sexuality so that:

- Discussions about gender stereotypes, equality and respect are integrated into PSHE lessons.
- We are explicit when using the diverse texts and resources in place that challenge traditional gender roles (e.g., books featuring female scientists, male nurses, boys showing emotions)
- We teach about positive masculinity explicitly - what it means to be kind, respectful, emotionally aware and supportive
- We challenge misogynistic language and ideas when they arise, turning incidents into teachable moments. This could include **creating age-appropriate lessons on:**
    - Consent and respectful relationships
    - Recognising and challenging sexist language and behaviour
    - Understanding how gender stereotypes limit everyone
    - Celebrating diverse role models of all genders

Staff Training and Development

We will provide comprehensive training so staff that can:

- Recognise and respond quickly, consistently and effectively to incidents of sexism, sexual harassment and misogyny between pupils.
- Understand what misogyny looks like in a primary setting (including online influences)
- Challenge sexist language and behaviour confidently
- Model positive masculinity and gender equality in their interactions
- Turn incidents into learning opportunities

Ideally the training will cover:

- The different signs of sexual harassment and abuse, the different forms that peer-on-peer abuse can take, and how abuse and harassment can take place online
- How to respond to incidents in age-appropriate ways
- Using appropriate language when talking about sex, gender and sexuality

We will use a staff self-assessment to gauge current confidence levels and identify specific training needs.

Policies and Procedures

We will review and strengthen our policies to:

- Ensure all staff know where to find policies and understand the school's approach to dealing with incidents of sexism and sexual harassment
- Include clear procedures for responding to sexism, misogyny and sexual harassment
- Make our zero-tolerance approach to sexism and misogyny explicit

School Culture and Environment (Focus for the Equality/Equity Committee)

Create an inclusive environment where:

- All activities and opportunities are genuinely open to all genders (sports, clubs, classroom roles) by monitoring which pupils participate in different activities by gender.
- Everyone takes positive, proportionate action to address disadvantages experienced by specific groups
- Gender stereotypes are actively challenged
- Displays and resources reflect diverse gender representations
- Language used by staff models equality
- Everyone celebrates when boys and girls work collaboratively

Engaging Parents and Families

Raise awareness through:

- Parent workshops on gender equality, positive masculinity and challenging stereotypes so that parents can model positive masculinity and challenge misogyny
- Information in newsletters about what the school is teaching and why and recommended age-appropriate books and resources
- Factsheets for parents about online toxic masculinity and the influence of misogynistic online figures; tips for challenging gender stereotypes at home
- Clear communication about your expectations for respectful behaviour

Leadership and Governance

Ensure accountability by:

- Making gender equality a standing item in senior leadership meetings
- Report on progress to governors regularly