



Equality Objectives 2025-2026

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 2025](#)).

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 develop and build networks across the community who can support families who are new to English to fully access to school life: increased number of EAL children accessing extra-curricular opportunities such as after school clubs and FoH events; increased number of EAL parent/carers making use of opportunities to engage with the school such as workshops, forums, FoH events, school performances etc.

To achieve this objective we plan to:

- Develop a bank of volunteers to provide informal translation services and welcome/buddy with new families.
- Develop a bank of welcome packs in different languages.
- Provide a range of whole school, and targeted, training for staff.
- Set up parent support groups
- Create a 'languages spoken' board opposite the Spanish board in the form of a tree map with facts and key words or phrases.
- Ask all class teachers to consider ways in which they could make the different languages spoken by children and staff who work together in Teams more explicit.
- Explore how AI and other technology can be used to support more effective communication.

Equality Objective 2

To develop a culture where gender inequality and sexism is understood and challenged by all members of the community so that boys and girls feel confident to take part in all aspects of school life collaboratively and equitably: sports teams in lessons and in free time, extra-curricular clubs and participation in school committees/groups include both genders; and equal engagement time when participating is promoted by all children.



Hillcross Primary School

To achieve this objective we plan to:

- Raise awareness of the issue and its impact on those discriminated against.
- Give everyone the knowledge and language they need to challenge and report sexist and derogatory ideas.
- Help boys to identify their place in the world and understand ideas of what it means to 'be a man' in the broadest sense.
- Identify male and female role models who challenge stereotypes across a range of roles and cultures.
- Training for, and a commitment from, staff, including external coaches/providers to promote teams that include both genders.
- Challenging gender sports stereotypes e.g. gymnastics for girls only.

Equality Objective 3

To engender greater awareness amongst all members of the school community, especially parents and other family members, of their own **unconscious bias** and to help them learn to recognise, and regulate, their use of potentially harmful words and ideas so that empathy and reflection helps people see the negative impacts of upholding and spreading these ideas.

To achieve this objective we plan to:

- Be vigilant. Listen for potentially harmful ideas being voiced by children.
 - Sometimes, children do not know the full implications of the words they say, they may misinterpret what they've heard, or accidentally share untrue or exaggerated ideas. Children may repeat other people's ideas or views due to being perceived as 'cool' or 'trendy'. Detecting this is an important step to undoing its impact.
- Celebrate role models as a powerful tool to counter ideas, and use them as a preventative measure - this will include positive role models in school and at home.
- Continue to develop the community's sense of empathy. Encourage everyone to think about the implications of harmful ideas, and who is at the other end of these arguments, e.g. ethnic minorities, women and the LGBTQ community. How would it feel to be the recipient of such attitudes?
- Highlight to all members of the school community what it is to be an ally and celebrate those who are allies for others.
- Highlight to all members of the school community about positive vs negative discrimination and apply it across all areas of school life to ensure equity
- Create research opportunities. Focus on specific issues as they arise e.g. gender equality evolution throughout history or increases in black people's rights and equality acts/laws.