



Equality Objectives and Public Sector Equality Duty Report Year 1 Annual Impact Report



Our Mission

Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens.

Our Vision

Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

During the first year of the Trust's four-year Equality Objectives and Public Sector Equality Duty plan, significant progress has been made in laying the foundations for change. Our focus has been on promoting equality, fostering inclusion, and creating safe, equitable environments for all stakeholders. This report summarises the actions taken and the impact achieved across three key objectives.

Objective 1: Promoting Equality in Access, Success, Progression, and Outcomes for Pupils with Protected Characteristics

At HLC Primary, Insight is used to track attainment, progress, attendance and behaviour by protected characteristic, providing a clear evidence base to identify trends and potential gaps. This data is reviewed regularly by senior leaders.

Pupil progress meetings take place for every year group, enabling staff to closely monitor the progress of all pupils, including those with protected characteristics. These meetings support timely identification of need and the planning of targeted support.

Teaching staff use adaptive teaching strategies to respond to pupils' individual needs within the classroom, ensuring equitable access to learning and supporting pupils to make strong progress from their starting points.

A review of curriculum content and wider opportunities supports inclusive practice, ensuring all pupils are able to engage fully in school life and achieve positive outcomes.

Objective 2: Building an Inclusive Workplace that Attracts Diverse Talent and Fosters Respect

At HLC Primary, inclusive recruitment and employment practices support a fair and welcoming workplace reflective of the diverse community of Hadley. Clear, consistent processes and careful consideration of accessibility and language help ensure opportunities are open to all.

Respect and Belong are two of the school's core values and are embedded across all aspects of school life, shaping professional relationships, expectations and decision-making. These values underpin a culture where staff feel valued, supported and able to contribute fully.

The school's Wellbeing Team plays a key role in fostering an inclusive and respectful workplace by providing support for staff wellbeing, promoting open communication and enabling early intervention when additional support is needed. This contributes to a positive staff culture in which diversity is recognised as a strength and all staff are able to thrive.

Objective 3: Nurturing Safe, Open, and Equitable Working and Learning Environments

At HLC Primary, clear expectations for respectful behaviour are embedded through our core values of Respect and Belong, which underpin relationships across the school community. Leaders are highly visible and operate an open-door policy, promoting trust, openness and shared responsibility.

Staff surveys are used regularly to identify strong practice and areas for further development, ensuring staff voice informs improvement and supports a positive, equitable workplace culture. Feedback is acted upon transparently, strengthening confidence in leadership and systems.

Robust induction and return-to-work processes support staff at key transition points, ensuring clarity, consistency and wellbeing. Weekly CPD for all teaching and support staff reinforces inclusive practice, professional expectations and ongoing development, contributing to safe, respectful and supportive working and learning environments.



Summary and Next Steps

Over the past year, HLC Primary has established strong foundations for promoting equality, inclusion and equity across our school community. Key achievements include the effective use of Insight data and pupil progress meetings to monitor outcomes by protected characteristic, the consistent use of adaptive teaching strategies, and a continued focus on inclusive curriculum and enrichment opportunities. Alongside this, inclusive recruitment practices, a strong focus on staff wellbeing, and the embedding of our core values of Respect and Belong have helped to foster a supportive and inclusive workplace.

Staff surveys, visible leadership, an open-door culture, robust induction and return-to-work processes, and weekly CPD for all staff have contributed to safe, open and equitable working and learning environments. The work of the Wellbeing Team has further strengthened support for both pupils and staff.

Next steps will focus on continuing to refine the use of data to close any remaining gaps, further embedding inclusive practice through CPD and curriculum development, and using staff and pupil voice to shape ongoing improvement. Through these actions, HLC Primary will continue to promote equality of opportunity and positive outcomes for all members of our community.