

Henry Chadwick Community Primary School

School Lane, Hill Ridware, Rugeley WS15 3QN
Tel: 01543 490354

Headteacher
Mrs V Barnes

Website: www.henrychadwick.staffs.sch.uk
E-mail: office@henrychadwick.staffs.sch.uk

Primitas
Learning Partnership

Consultation
Collaboration
Support

EQUALITIES STATEMENT AND OBJECTIVES 2023-2024

At Henry Chadwick Primary School we take our responsibilities very seriously about ensuring equality of opportunity for all.

Our mission statement and aims outlines our commitment.

Our Mission Statement

At Henry Chadwick our school motto is "Learn to Live". In all that we do we want to help our pupils develop the necessary skills for this to happen.

We want to create a happy, caring, secure environment in which our children can develop confidence, individuality and good learning habits. We strive to nurture and develop the whole child, preparing each individual for the experiences, opportunities and responsibilities of adult life. In this way each child may have the opportunity to achieve his or her potential.

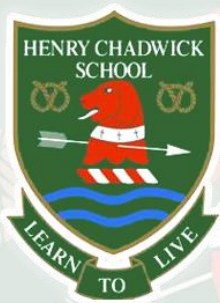
School Aims

We believe that Every Child Matters and our aims have been developed with the whole school community.

- To provide the school community with the opportunities to develop the skills and knowledge to live a healthy lifestyle
- To provide all staff and pupils with the skills, knowledge and awareness to help them to stay safe both in school and in a wider setting
- To provide a safe environment, both physically and emotionally, for all members of the school community
- To provide a variety of appropriate and enjoyable learning experiences so that pupils have the opportunity to achieve
- To provide a range of opportunities for pupils to explore their own learning and develop their interests and abilities
- To encourage all pupils to respect the skills and abilities of others as individuals and to seek, recognise and take opportunities offered
- To teach pupils to work independently, to be ambitious and strive for improvement
- To provide pupils with the opportunity, skills and confidence to make a positive contribution to life within our school and wider community

As part of the Primitas Learning Partnership the aim is to create an inclusive learning community across the Trust which come together as equals, each school retaining their individual character and offering seamless support to learners to achieve and exceed their potential.

Every day counts..... Every minute matters.....



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In October 2010, the Equality Act introduced a Public Sector Equality Duty, which requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Protected Characteristics

The Equality Duty requires Henry Chadwick Primary School to consider how our activities affect the people who share these different protected characteristics and to publish information to show how we do this.

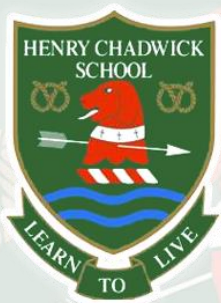
In order to meet our Equality Duty, we are required to publish Equality Information about how our policies and practices affect those with Protected Characteristics. We have considered our practices and how well we are doing and identified the following as objectives for the Trust and its schools.

- To monitor pupils' academic progress, attendance and behaviour so that appropriate interventions can be actioned to prevent under-performance by any vulnerable group.
- To monitor and analyse recruitment, promotion, assessment, pay, terms and conditions of employment, redundancy and disciplinary by protected characteristics (where data is available). We will act on any trends or patterns in the data that require action to be taken to close any gaps between those who have a protected characteristic and those who do not.

Henry Chadwick Equalities objectives 2023 - 2026:

- To ensure that all students make good progress in their learning at Henry Chadwick - (Ensure that girls make the same level of progress / achieve as well as boys)
- To ensure that our assembly programme and enrichment activities promote inclusion including all protected characteristics.

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- To ensure that all enrichment activities, after school clubs and residentials are accessible to all and reasonable adjustments are made to support this.
- Ensure that good attendance for all groups is encouraged and monitored
- To ensure that reasonable adjustments are made as appropriate to ensure that all groups have equal access to councils and provide pupil voice
- To ensure that all staff are fully aware of their commitment to the statutory guidance set out in the equality act and the new inclusion of the RSHE Based curriculum from 2022.

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