



Equality Statement & Objectives

Last Reviewed	Next Review	Version number	Reviewer/Owner (post holder)
February 2026	February 2029	1	Sophie Hesten – Principal

1. Introduction

At Highworth Warneford School, our aim is to enable every child to reach their full potential by providing high-quality support, clear guidance and meaningful opportunities for success. We strive to nurture confident, capable learners who are equipped to achieve their personal best.

We believe that strong partnerships between school, families and the wider community are essential. As a small school, we value the close relationships we build with one another. Our community is supportive and inclusive, and we take great pride in both individual accomplishments and our collective success.

We are committed to delivering high standards of teaching and learning through an engaging, broad and inspiring curriculum. Guided by our core values of Integrity, Challenge and Excellence (ICE), we encourage all members of our school community to:

- promote fairness by ensuring everyone has equal access to opportunities, regardless of need or ability
- encourage a genuine enjoyment of learning and a desire to explore new ideas
- understand that perseverance is just as important as success
- develop the confidence to work independently as well as cooperatively
- feel safe, appreciated and well supported within the school community
- participate actively in lessons and take ownership of their learning
- show determination by embracing challenges and learning from setbacks
- demonstrate kindness and consideration towards different beliefs and viewpoints
- take pride in and contribute positively to the local community

2. Equality Information and Scope

For full details regarding equality legislation, statutory guidance, responsibilities and expectations, please refer to The Park Academies Trust Equality Policy & Objectives (<https://www.theparkacademiestrust.com/download.aspx?id=1476>). This document outlines how discrimination is prevented, how equality of opportunity is promoted, and how positive relationships are fostered across all schools within the Trust. It also explains how equality considerations inform leadership decisions and school practices.

3. Equality Objectives

All employees within the Trust share responsibility for upholding and progressing the Trust's equality objectives.

The Principal is responsible for ensuring that staff and students understand these objectives, for overseeing progress towards meeting them, and for reporting on developments and outcomes to the Local Governing Committee (LGC).

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Objective 1	Monitor and evaluate attainment levels and participation of all groups	<p>To achieve this objective, we plan to monitor the progress of groups through our progress reports – three times a year. To record participation of extra- curricular activities which is reviewed by SLT.</p> <p>Use a proportion of our pupil premium funding to help cover the costs associated with accessing extra-curricular activities</p>
		<p>Progress we are making towards this objective</p> <p>Collecting data three times a year, progress analysis and follow up meetings.</p> <p>Extra- curricular and enrichment participation tracking has increased and evaluated.</p>
Objective 2	Continue to make the schools inclusive environments, where all pupils and staff are welcomed and valued irrespective of gender, race, religion, sexuality, disability, ethnicity or background (ensure reasonable adjustment agreements are in place for all staff with disabilities)	<p>To achieve this objective we plan to;</p> <p>Demonstrate through high expectations and operate consistent routines and protocols.</p> <p>Monitor through our ‘stakeholder voice’ exercises and to review at SLT meetings. Educate through our character and culture curriculum.</p> <p>Progress we are making towards this objective</p> <p>We have introduced and embedded new school values, assemblies and PSHE around protective characteristics and British values.</p> <p>Subject reviews of curriculum maps to identify opportunities to teach about British values. Parent information evenings focused on protective characteristics.</p> <p>Pupil perceptions survey has been completed and evaluated. Each pupil voice exercise is over represented by students in protective characteristics cohorts.</p> <p>Embedded character curriculum through tutor time. Topic texts and tutor time reading expose students to different human experience and cultures.</p> <p>LGBTQ+ club celebrates and supports.</p> <p>At HWS we teach our pupils about inclusion and diversity specifically through the PSHE and RE curriculum and through values-based assemblies. We liaise with pupils, parents and staff regularly to make reasonable adjustments where they are needed and analyse feedback from questionnaires.</p> <p>We are committed to ensuring our schools are inclusive environments where all staff are welcomed, respected and valued, regardless of gender, race, religion, sexuality, disability, ethnicity or background. Equality, diversity and inclusion underpin our policies, recruitment and daily practice. Reasonable adjustment agreements are in place for staff with disabilities, developed collaboratively and reviewed regularly.</p>

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		<p>To support this objective, we provide regular training on equality, diversity, unconscious bias and inclusive practice, and operate clear procedures to address discrimination, bullying or harassment. We are currently awaiting confirmation of our new Disability Confident registration; however, our commitment to supporting disabled applicants and employees remains unchanged. Equality information from application forms is reviewed, and reasonable adjustments are made from interview through to employment. Through these actions, we continue to foster a culture where diversity is valued and everyone can thrive.</p>
Objective 3	Continually consider how well the school ensures equality of opportunities for all its pupils	<p>To achieve this objective, we plan to have as a standard agenda item during SLT and pastoral meetings.</p> <p>Progress we are making towards this objective Pupil premium funding supports equality of opportunity. Bi-weekly inclusion meeting with protective characteristics as a standard agenda item. Celebration of cultures is on the school development plan. We ensure all pupils have equal opportunity to access curriculum trips and events.</p>
Objective 4	Increase the representation of staff from black and minority ethnic communities as well as those with disabilities	<p>To achieve this objective, we plan to use a range of platforms to advertise job vacancies.</p> <p>Progress we are making towards this objective We ensure recruitment and selection procedures are non-discriminatory and ensure there are opportunities for representation from black and minority communities and those with disabilities to be considered for any vacancies where they meet selection criteria.</p>

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Objective 5	Train all members of staff and volunteers involved in recruitment and selection on equal opportunities and non-discrimination	<p>To achieve this objective, we will focus in our recruitment training.</p> <p>Progress we are making towards this objective We provide regular training for staff in equality & diversity, in particular those involved in recruitment and selection processes</p>
Objective 6	Offer priority interviews for candidates with disabilities who meet the selection criteria, and ask if they require any reasonable adjustments for the interview	<p>To achieve this objective, we plan to ensure our recruitment process asks key questions around reasonable adjustments.</p> <p>Progress we are making towards this objective</p> <p>We are committed to increasing the representation of people with disabilities within our school workforce and to ensuring our recruitment processes are inclusive and accessible. We have a positive commitment to employing people with disabilities and encouraging applications from a diverse range of candidates. We are currently awaiting confirmation of our new Disability Confident registration, which will further formalise and reinforce this commitment.</p> <p>We offer a guaranteed interview to applicants with disabilities who meet the essential selection criteria, as part of our fair and equitable recruitment practices. In addition, all shortlisted candidates are invited to inform us of any reasonable adjustments they may require for the interview process. This ensures that every applicant has the opportunity to present their skills, experience and potential in a supportive and accessible environment.</p>