

HET Equality Objectives

HET's Equality Objectives align with the overall vision that all pupils receive a high quality, enriching, learning experience in a safe and inclusive environment, which promotes excellence through a broad curriculum that prepares them for their future and opens doors to a diverse array of opportunities as well as that all pupils and adults within HET flourish as individuals and together.



These objectives have been agreed and are reviewed annually to ensure that progress is made against each objective:

Objective 1: To ensure that the curriculum promotes equality, diversity and inclusion



RATIONALE

Our schools all have the autonomy to develop their own curriculum so that they are able to meet the local needs of their pupils and community they are within.



HOW THIS WILL BE ACHIEVED

The curriculum is shared with HET Standards Officers and the HET Leads as well as through HET networks. There are also reviews throughout the year to ensure the curriculum design is meeting the needs of the school.



PROGRESS

The review process is already in place. All Ofsted reports this state that inclusion is effective in our schools and that the curriculum is accessible for all, including those with SEND. The Oracy and EAL projects provide curriculum perspectives for all pupil groups. Both projects are still at the pilot phase. The impact of these projects on the success of the curriculum, sense of belonging and achievement were presented to all leaders in May 2025.



LINKS TO HET PILLARS

Quality Assurance

These objectives have been agreed and are reviewed annually to ensure that progress is made against each objective:

Objective 2: All pupils will make progress regardless of any protected characteristics

RATIONALE



All pupils are entitled to learn and make progress

HOW THIS WILL BE ACHIEVED



7 Habits of Highly Effective Teaching
Leadership Development
Sharing best practise
Monitoring

PROGRESS



All schools are working to define strong approaches to teaching. Leaders at all levels are benefitting from a strong CPD offer. This will be extended next year.
Pupils with SEND are a focus for ambitious teaching. Reduced to Enhance classrooms in 11 schools provide a strong offer for inclusion. Where pupils with the most complex needs are supported in reduced classrooms, Ofsted have commented on the effectiveness of the bespoke provision to support progress from individual start points.
Improving reading opportunities and outcomes has been one of the secondary strategic aims; quality first teaching has delivered significantly more language opportunities for all pupils. Overall results are predicted to improve by 3% (9-4).
Mid – year data drop shows that Reading has been prioritised in all schools. 84% of KS2 settings are on track to achieve National or better Reading results. There have been nine Ofsted inspections this year to date that all comment on the strength of the early reading offer.

LINKS TO HET PILLARS



Outcomes, Leadership,
Embedding habits

These objectives have been agreed and are reviewed annually to ensure that progress is made against each objective:

Objective 3:

To ensure that HET recruitment practices support our ED&I Policy and Equal Opportunities Statement

RATIONALE



Aligns with our Ethos and Values

HOW THIS WILL BE ACHIEVED



Review of recruitment policy and processes (including job descriptions, person specifications, adverts, recruitment documentation, interview processes and induction) in conjunction with identifying a recruitment and HR system

PROGRESS



May 2025 – Recruitment documentation being reviewed this term.
HR system tender drafted with a view to tender in September 25 for implementation September 2026.

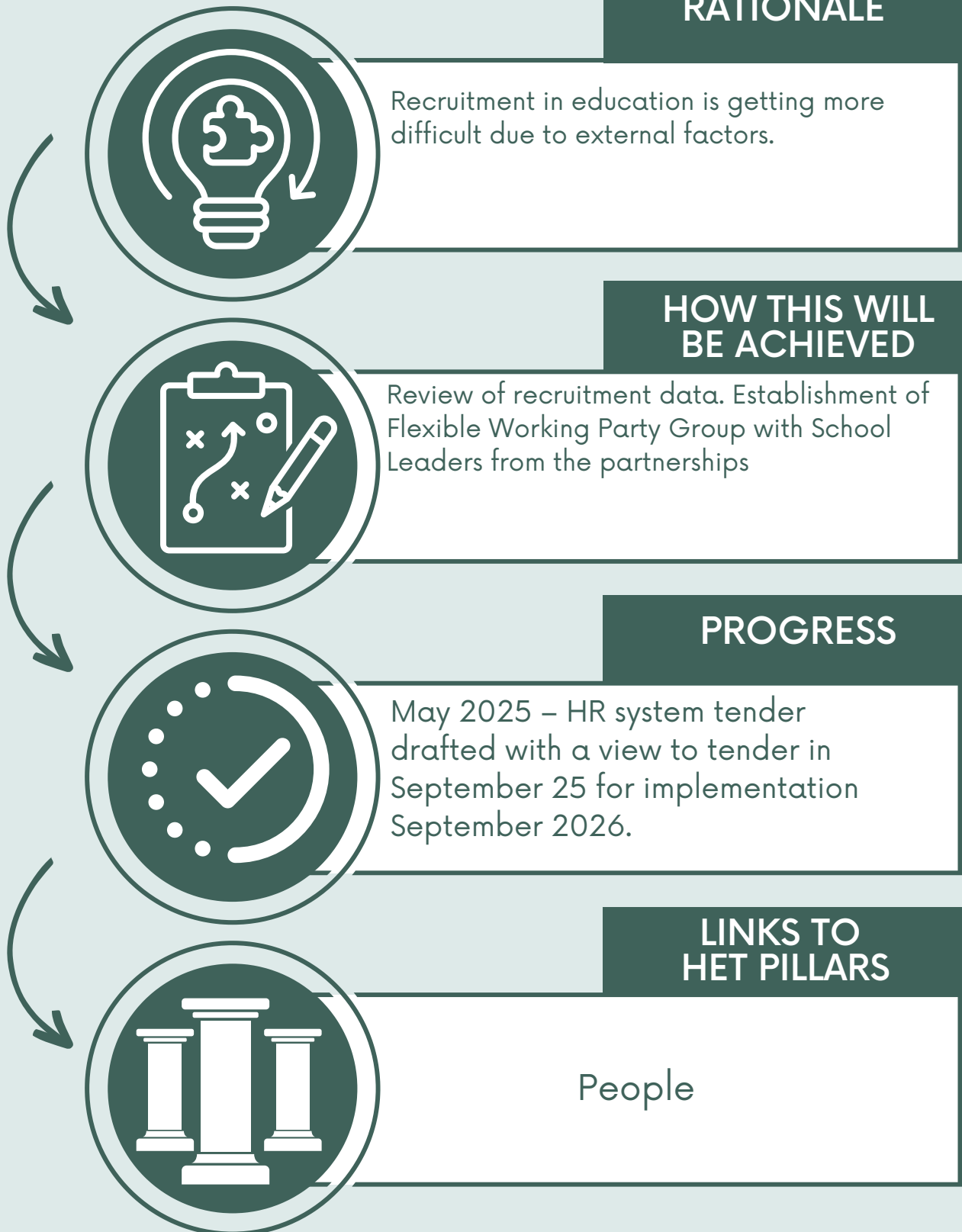
LINKS TO HET PILLARS



People

These objectives have been agreed and are reviewed annually to ensure that progress is made against each objective:

Objective 4: To report our gender pay gap on an annual basis and undertake annual analysis of recruitment and promotion



These objectives have been agreed and are reviewed annually to ensure that progress is made against each objective:

Objective 5:

To ensure the EDI Policy meets legal requirements and assists schools and senior leaders to identify potential barriers and set objectives to remove them.

