



Fern House School Equality Objectives **2025 - 2029**

In September 2025, Fern House School appointed a dedicated leader for Equality and Diversity. This strategic decision ensures the school has the capacity and focus needed to actively meet its equality objectives.

Adherence to the Equality Act 2010:

Schools must comply with the legal obligations to eliminate discrimination, advance equality, and foster good relations.

Protecting students and staff:

The policy ensures no individual experiences harassment, discrimination, or less favorable treatment based on protected characteristics.

Promoting inclusion:

The policy encourages an inclusive environment where differences are valued and celebrated.

Addressing specific needs:

The school recognises that some students may require additional support to reach their potential and provides tailored interventions.

Ensuring access to opportunities:

The policy guarantees that all students have access to the curriculum, extracurricular activities, and other school resources.

Staff training and development:

Staff receive training on equality, diversity, and inclusion to ensure they can effectively support students and create an inclusive environment.

Monitoring and evaluation:

The school regularly monitors and evaluates the effectiveness of the equality policy to ensure it remains relevant and effective.

Communication and engagement:

The school actively communicates the policy to all stakeholders, including staff, parents, and students, and encourages their involvement in promoting equality and inclusion.

FHS Objective	How will the school achieve this objective?	How will the school measure the impact?
<p>To recognise, celebrate and respect diversity and individual differences whilst promoting community cohesion.</p>	<p>Acknowledge All Identities: Actively recognise and affirm the diverse backgrounds, cultures, and identities within the school community.</p> <p>Celebrate Uniqueness: Create opportunities to celebrate and learn from individual differences and the rich tapestry of diversity.</p> <p>Foster Respect: Cultivate a school-wide culture of mutual respect and understanding for all people.</p> <p>Promote Inclusivity: Ensure every individual feels valued and belongs, with their unique contributions welcomed.</p> <p>Build Cohesive Community: Actively work to strengthen bonds and harmony among all members of the school community.</p> <p>Continue to embed FHS values.</p> <p>Assistant Headteacher to take responsibility to work alongside Deputy Headteachers to ensure the curriculum is representative of diversity.</p>	<p>Curriculum Audit: Track diverse representation (authors, cultures, identities) in curriculum content and resources.</p> <p>Student/Staff/Parent Surveys: Assess sense of belonging, perceptions of respect, and experiences of inclusivity/discrimination.</p> <p>Behavioural Data Analysis: Disaggregate discipline records by protected characteristics to identify and address disparities.</p> <p>Observation & Walkthroughs: Monitor classroom and school-wide interactions for signs of respect, inclusivity, and positive peer relationships.</p> <p>Event Participation & Feedback: Measure engagement in diversity-celebrating events and gather qualitative feedback on their impact.</p> <p>Leadership & PD Tracking: Monitor Assistant Headteacher (AHT) led curriculum reviews for diversity and staff participation in relevant professional development.</p>
<p>To strengthen our partnerships with families and children, ensuring all voices are heard</p>	<p>Open Communication: Foster regular and accessible two-way communication channels</p>	<p>Communication Channel Effectiveness: Track usage and feedback on various communication</p>

<p>and there is equity in access to activities.</p>	<p>between families and the school.</p> <p>Valued Voices: Create intentional opportunities for all family and child voices to be heard, respected, and contribute to school decisions.</p> <p>Equitable Access: Ensure every child and family has fair and unbiased access to all school activities, programs, and resources.</p> <p>Diverse Engagement: Offer varied ways for families to participate, accommodating different schedules, languages, and cultural backgrounds.</p> <p>Strong Relationships: Build trusting, collaborative partnerships that support each child’s learning and well-being.</p>	<p>methods (e.g., app engagement, email open rates, survey on preferred channels).</p> <p>Family/Child Voice Mechanisms: Document the number and diversity of participants in parent forums, student councils, and feedback sessions.</p> <p>Access to Activities Data: Monitor participation rates in school activities and programs, disaggregated by demographics, identifying any disparities.</p> <p>Engagement Method Diversity: Audit the range of engagement opportunities offered (e.g., virtual, in-person, translated materials b-) and track uptake.</p> <p>Relationship Surveys: Use parent/carer surveys to assess levels of trust, perceived collaboration, and satisfaction with school partnerships.</p> <p>Meeting Attendance & Representation: Track attendance at parent-teacher meetings and key school events, ensuring representation across all family backgrounds.</p>
<p>Equity runs through all areas of the curriculum.</p>	<p>Assistant Headteacher to take responsibility to work alongside Deputy Headteachers to ensure the curriculum is representative of diversity.</p>	<p>Curriculum Audit: Systematically review all subject curricula and resources for diverse perspectives, representation, and absence of bias.</p>

	<p>Diverse Content & Resources: The curriculum intentionally includes varied voices, perspectives, and experiences from all backgrounds, using inclusive, stereotype-free materials.</p> <p>Equitable Teaching Practices: Teachers use diverse methods, culturally responsive approaches, and foster equal participation, holding high expectations for every student.</p> <p>Fair Assessment & Feedback: Assessments use multiple formats to accommodate different strengths and are free from bias, with feedback focused on student growth.</p> <p>Inclusive School Culture: The school fosters a sense of belonging for all, ensuring equitable access to opportunities and promptly addressing discrimination.</p> <p>Ongoing Staff Development: Educators receive regular training on equity, diversity, and inclusion to continuously improve their practices.</p>	<p>Lesson Observation: Evaluate teaching practices for differentiated instruction, culturally responsive pedagogy, and equitable student participation.</p> <p>Assessment Analysis: Disaggregate student achievement data by demographics to identify and address any disparities in outcomes.</p> <p>Student/Teacher Feedback: Gather qualitative input from students and teachers on their perceptions of fairness and inclusivity within lessons.</p> <p>Professional Development: Track staff participation and application of training focused on equitable curriculum design and delivery.</p>
<p>To ensure pathways for our children and families are clear and transparent, meaning that all families can access a rich, broad, balanced and relevant curriculum appropriate to their child’s needs.</p>	<p>Clear Information: Ensure all school pathways, processes, and opportunities are easily understood and communicated to families.</p> <p>Transparent Access: Make information on support, resources, and curriculum choices readily available and straightforward for every</p>	<p>Information Accessibility Audit: Assess clarity and availability of curriculum information, support services, and progression pathways for all families (e.g., website, leaflets, translations).</p> <p>Family Navigation Surveys: Survey families on their understanding of school processes,</p>

	<p>family.</p> <p>Equitable Curriculum Access: Guarantee all children can access a rich, broad, and balanced curriculum, regardless of background.</p> <p>Needs-Based Relevance: Tailor the curriculum and support to be relevant and appropriate for each child's individual needs.</p> <p>Family Empowerment: Empower families to navigate the school system and advocate effectively for their child's educational journey.</p>	<p>curriculum options, and how to access support for their child's needs.</p> <p>Curriculum Access Data: Track student participation and attainment across a broad curriculum, disaggregated by student needs (e.g., SEND, EAL) to identify any barriers.</p> <p>Meeting & Workshop Engagement: Monitor family attendance and feedback for sessions explaining curriculum, assessment, or support pathways.</p>
<p>To eliminate any discrimination, harassment and victimisation, ensuring that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.</p>	<p>Zero Tolerance for Discrimination: Actively work to eliminate all forms of discrimination based on protected characteristics.</p> <p>Eradicate Harassment: Ensure an environment free from harassment and victimisation for all individuals.</p> <p>Prevent Disadvantage: Proactively ensure no one is unfairly or illegally disadvantaged due to their identity or beliefs.</p> <p>Equal Treatment: Uphold principles of fairness and legality in all interactions, policies, and practices.</p> <p>Inclusive Environment: Foster a school culture</p>	<p>Incident Reporting & Resolution: Track all reported incidents of discrimination, harassment, or victimization, including resolution times and outcomes, disaggregated by protected characteristics.</p> <p>Behavioural Data Analysis: Disaggregate disciplinary actions and exclusions by protected characteristics to identify and address any disproportionate trends.</p> <p>School Climate Surveys: Conduct anonymous surveys (students, staff, parents) to gauge perceptions of safety, respect, fairness, and experiences of discrimination within the school.</p> <p>Policy & Practice Review: Audit school policies</p>

	<p>where everyone, regardless of age, disability, gender, race, religion, or sexual orientation, feels safe, respected, and equally valued.</p>	<p>(e.g., anti-bullying, admissions, curriculum, HR processes and recruitment) and daily practices to ensure alignment with anti-discrimination principles and equal treatment.</p> <p>Training & Awareness: Track staff and student participation in anti-discrimination, equality, diversity, and inclusion training programs.</p>
<p>To ensure that the ethos and atmosphere within Fern House School encourages all members of the school to respect one another.</p>	<p>Cultivate a Respectful Ethos: Actively shape the school's core values to prioritize mutual respect among all community members.</p> <p>Foster a Respectful Atmosphere: Create an environment where respectful interactions and behaviors are consistently encouraged and modeled.</p> <p>Promote Universal Respect: Ensure every individual within Fern House School is empowered to respect and be respected by others.</p>	<p>Behavioural Observations: Regularly observe interactions among students and staff across all school settings for respectful language and actions.</p> <p>School Climate Surveys: Use anonymous surveys to gauge student, staff, and parent perceptions of respect, safety, and mutual regard within the school.</p> <p>Incident Reporting: Track and analyse records of bullying, disrespectful behavior, and conflict resolution outcomes.</p> <p>Curriculum & Values Integration: Assess how explicitly school values, particularly around respect, are taught and reinforced in lessons and school-wide communications.</p>
<p>To ensure that within the school budget, adequate funding is provided to underpin</p>	<p>Prioritise Funding: Ensure the school budget actively prioritizes and allocates sufficient funds</p>	<p>Budget Allocation Analysis: Review budget documents to confirm direct financial allocation</p>

these objectives.

for all stated objectives.

Adequate Resourcing: Guarantee that necessary financial resources are consistently provided to support and implement each objective.

Strategic Investment: Make deliberate budgetary decisions that directly underpin and strengthen the achievement of these goals.

Budgetary Alignment: Align all financial planning and expenditure with the core aims of the school's strategic objectives.

to each strategic objective and track spending against these allocations.

Resource Availability Audits: Conduct regular audits to ensure all programs and initiatives supporting objectives have the necessary financial resources, equipment, and staffing.

Strategic Spending Reports: Generate reports detailing how specific investments directly contribute to and strengthen the achievement of strategic goals.

Objective Achievement vs. Spend: Correlate budgetary expenditure with progress made on each objective, assessing if adequate funding is leading to desired outcomes.