

HOVE PARK SCHOOL EQUALITY OBJECTIVES 2024-2028

Hove Park school is committed to promoting equality and diversity, providing an inclusive, caring and supportive environment, which is committed to the promotion of genuine equal opportunities for all. We recognise that every member of the school is regarded as of equal worth and importance, irrespective of their faith, culture, class, race, gender, sexuality and/or disability. Our Equality Objectives build on the core values of the school and are included in our School Development Plan.

OBJECTIVE 1

To define and articulate what '*belonging*' means and the tangible actions we can take to ensure all staff, students and parents / carers feel part of our community.

2025-26 (taken from SDP)

What needs to be done.		Who will be involved	When does it need to be completed by?	How is it going?					
				A1	A2	Sp1	Sp2	S1	S2
1a	School council and Equalities groups to use meeting time to define what 'Belonging' means to them and actions that they think would support more students feeling part of the community.	HoY, MM, JS Equalities group/Parent Group	Autumn 2						
1b	Take actions and ask students to prioritise & present their ideas to SLT.	Students / SLT							

1c	Coordinate TLR and SLT meeting to again define what a 'sense of belonging' means to all different areas of staffing	MM/JS/JR	Autumn 2						
1d	Develop staff working group to support the actioning of key ideas.	MM/JS	Spring 1						
1e	Develop ideas for Equalities Day that support the defined school sense of Belonging	MM/JS	Spring 1						

OBJECTIVE 2

Develop a parent and carer Equalities group to help support the development of policy and practice across the school.

2025-26 (taken from SDP)

What needs to be done.	Who will be involved (lead; support)	When does it need to be completed by?	How is it going?					
			A1	A2	Sp1	Sp2	S1	S2

3a	Establish parental groups through initial visits to school during Equalities Day in November. Parents also involved in judging mother tongue day in February.	MZM, JS	Termly					
3b	Timetabled parental meetings every term, where selected parents and students meet and discuss points and strategies to develop the Equalities theme.	MZM, JS	Aut 1 and ongoing					