

# Endon Hall Primary & Nursery School

'Inspire today to achieve tomorrow'



## Equality statement & objectives (2024-2026)

At Endon Hall Primary & Nursery School, our school values are underpinned by our statutory duties under the Equality Act 2010 and we recognise our responsibility to ensure that equality permeates into all aspects of school life and everyone is treated equally.

The Equality Act 2010 brings together previous anti-discrimination laws into one piece of legislation. It protects individuals from unfair treatment and promotes a fair, inclusive society.

The Act protects people from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We aim to eliminate discrimination, harassment and victimisation. We also work hard to advance equality of opportunity between people who share a protected characteristic and those who do not. Additionally, we strive to foster good relations between different groups.

We are committed to creating a school community where all stakeholders feel valued, respected and able to succeed.

Equality, diversity and inclusion are central to our ethos, curriculum, approach and daily practice. We work actively to remove barriers, challenge discrimination and ensure that all pupils - regardless of background, need or identity - have fair access to high-quality learning and enrichment.

We have an under-representation of ethnic groups when compared to other schools nationally. However, there is a representation of pupils from different groups including both genders, pupils with special educational needs/disabilities, and pupils from different faiths. We are committed to supporting and celebrating all children's individual identities.

### Our overarching equality objectives are:

1. **To secure equitable outcomes** in English and Maths by reducing the attainment gap between pupil groups and increasing the proportion of under-represented learners achieving the Expected Standard and Greater Depth, ensuring that gender-based disparities (such as girls' attainment in Maths and boys' attainment in Writing) and any variations in higher-level performance are effectively addressed and pupils have equal opportunity to achieve and excel.
2. **To promote equality, diversity and inclusion across the curriculum and wider school life** by ensuring that all pupils, regardless of background, need or identity, have equitable access to all subjects, experiences, opportunities and enrichment, whilst actively addressing barriers to participation and fostering respect for difference.

This will be achieved by:

- developing pupils' knowledge, skills and attitudes so that they value diversity;
  - promoting equality in relation to race, gender, disability, religion and ethnicity through curriculum content and assemblies linked to our core values;
  - systematically monitoring and evaluating pupils' understanding and attitudes, including towards equality and diversity.
3. **To continually strengthen inclusive practice and whole-school approaches, ensuring that all pupils, particularly those who are vulnerable, disadvantaged or have a special educational need or disability, are supported to thrive** academically and personally, achieving their best possible outcomes with increasing confidence and independence, including through:
- a well-designed, adaptive curriculum
  - the highest standards of teaching and learning
  - consistently delivered, evidence-based interventions
  - promoting positive emotional wellbeing and mental health

Here are some examples of how we embed and celebrate equality and diversity throughout school life:

- Inclusive, adaptive curriculum design
- Ensuring representation in curriculum content, texts, assemblies and displays
- Providing an inclusive, adaptive curriculum that meets the needs of all learners
- Removing barriers to participation in enrichment activities, clubs, visits and wider opportunities
- Promoting respect, kindness and understanding through RSHE, RE, Picture News and whole-school values
- Promotion of 'The Greats' through our Foundation subjects
- Ensuring accessibility for pupils with SEND through our Accessibility Plan
- Providing staff training on equality, diversity and inclusive practice
- Pupil voice and leadership opportunities
- A range of theme weeks/areas of focus e.g. Black History Month, Fairtrade Fortnight, virtual visits to places of worship, Dyslexia Awareness, International Women's Day, religious celebration mornings (Diwali, Easter, Chinese New Year etc), Mental Health Week
- Monitoring pupil outcomes to identify and address gaps

Monitoring & Review:

These objectives are reviewed every four years, with progress monitored annually. We consider:

- Progress towards the objectives
- Pupil outcomes and engagement
- Accessibility and inclusion across the school
- Curriculum design and representation
- Pupil attitudes and experiences

Our next formal review will take place in line with our Equality Policy review (March 2026).

Links to relevant policies:

- Equality Policy
- Anti-Bullying Policy
- Behaviour Policy
- SEND Information Report
- Safeguarding & Child Protection Policy
- Accessibility plan