



Northleaze CofE Primary School

Equality Objectives 2026 - 2029

At our school, we are committed to creating an inclusive environment where every child is able to flourish and truly *let their light shine*. Our equality objectives set out how we champion the individuality of each pupil, celebrate the richness of our community, and work proactively to remove barriers so that all children can succeed. Guided by our vision, we ensure that every pupil—regardless of background, need, or circumstance—is seen, valued, and supported to thrive. Through these objectives, we promote fairness, respect, and opportunity for all, helping every member of our community to shine brightly in their own unique way.

Objective 1: To improve outcomes for pupils with SEND by identifying and removing barriers to learning

Why:

The school has an increasing number of pupils with SEND, as well as children presenting with significant mental health and social–emotional needs. These pupils may face barriers that limit access, engagement, and progress.

How:

Identify individual barriers to learning early through rigorous monitoring, pupil voice, and specialist assessments.

Provide targeted, evidence-based interventions, including SEMH provision and bespoke support plans.

Strengthen staff expertise in adaptive teaching, trauma-informed practice, and de-escalation strategies.

Work closely with parents, carers, and external professionals to ensure consistency and support both at home and at school.

Objective 2: To ensure equality of access, engagement, and progress for pupils from forces families

Why:

Children from service families may experience mobility, deployment-related stress, and family separation, which can affect emotional well-being, attendance, and continuity of learning.

How:

Provide structured transition support during arrivals and departures from the school.

Offer pastoral check-ins and a safe space for pupils experiencing parental deployment or emotional stress.

Track attendance and academic progress to identify and respond quickly to any dips.

Maintain strong communication with families and relevant support networks for military communities.

Objective 3: To strengthen and diversify the curriculum so that it reflects and celebrates the breadth of society

Why:

Children need to see themselves and others represented positively so that they develop confidence, aspiration, and respect for diversity in local, national, and global contexts.

How:

Regularly audit and refresh curriculum content, books, imagery, and resources to ensure balanced representation (e.g., gender, culture, ethnicity, SEND, forces families, family structures, religion).

Incorporate diverse role models across subjects, including under-represented groups in STEM, the arts, and leadership.

Provide staff CPD on inclusive curriculum design and unconscious bias.

Objective 4: To deepen pupils' understanding of equality, inclusion, and the impact of prejudice

Why:

Some children do not yet recognise prejudiced attitudes or the harm they can cause. Embedding these concepts helps to build a respectful and inclusive school culture.

How:

Explicitly teach equality, respectful relationships, and anti-prejudice content through PSHE/RSHE, RE, special days and weeks, and through collective worship.

Use restorative approaches, scenarios, and stories to help children understand and challenge prejudiced attitudes.

Strengthen pupil voice opportunities to ensure all groups feel heard, valued, and represented.