

Equality Objectives 2026 2027

Foreword

St Nicholas C of E Primary School aims to ensure that every child and teacher is given an equal opportunity to achieve their full potential. Our school vision (Dream Big, Shine Bright) supports this. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school community. Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as children, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Under the general duty, schools must exercise 'due regard' in respect of each of the nine protected characteristics to: (1) eliminate unlawful discrimination and harassment; (2) advance equality of opportunity; and (3) foster good relations between different groups.

Review of the objectives

Objective 1	Next steps 2026 2027
To promote equality of opportunity for all with respect to gender, gender reassignment, sexual orientation, race, age, social class, disability, pregnancy, maternity, religion and belief.	• Further develop meaningful engagement with all families, particularly those who are harder to reach, ensuring that barriers to participation in school life are identified and reduced. • Continue to raise aspirations for all pupils through careers education, community partnerships and wider curriculum experiences.
Impact and evidence of objective in action	
Review due to be completed July 2027	
Objective 2	Next steps 2026 2027
To prepare all young people for life in a multicultural, multi- faith society in Britain, Europe and the world.	• Continue to embed the Warwickshire RE syllabus and Lyfta to deepen pupils' understanding of diverse faiths, cultures and worldviews. • Provide further opportunities for pupils to engage with visitors, community projects and experiences that broaden their understanding of the wider world.
Impact and evidence of objective in action	
Review due to be completed July 2027	
Objective 3	Next steps 2026 2027
To ensure that the needs of pupils with physical and/or learning disabilities are fully addressed.	• Further strengthen inclusive practice by ensuring all pupils, including those with SEND and other vulnerabilities, can fully access the curriculum, enrichment opportunities and wider school life.

	• Continue to develop early intervention and family support through the Community Ambassador and external partnerships to remove barriers to learning and attendance.
Impact and evidence of objective in action	
Review due to be completed July 2027	

Objective 4	Next steps 2026 2027
To respond positively to the needs of pupils, parents and staff with English as an Additional Language (EAL).	• Continue to develop staff confidence and expertise in supporting pupils with EAL through professional development and partnership with EMTAS. • Review and strengthen communication with families to ensure information is accessible and all parents are able to engage fully with school life.
Impact and evidence of objective in action	
Review due to be completed July 2027	

Objective 5	Next steps 2026 2027
To eliminate any discriminatory practices and reduce prejudice as much as possible.	• Continue to promote an inclusive culture where diversity is celebrated and every member of the school community feels valued, respected and safe. • Develop pupil leadership opportunities further, empowering children to promote equality, wellbeing, courageous advocacy and positive relationships throughout the school.
Impact and evidence of objective in action	
Review due to be completed July 2027	

Objective 6	Next steps 2026 2027
To promote positive attitudes towards the richness provided by individual diversity and cultural variety.	• Further develop opportunities for pupils to explore and articulate spirituality across the curriculum, collective worship and the wider life of the school, building on the recommendations from our SIAMS inspection. • Continue to strengthen pupils' understanding of identity, diversity, belonging and community through curriculum experiences, pupil voice and courageous advocacy.
Impact and evidence of objective in action	
Review due to be completed July 2027	

Review due to be completed July 2027

by Senior Leadership and Governor with responsibility for Equality