



Aim high, be courageous, show love
St NICHOLAS
C of E Primary School, Kenilworth

Aim high, be courageous, show love and kindness

“Keep alert, stand firm in your faith, be courageous, be strong. Let all that you do be done in love”

(1 Cor 16:13 – 14)

At St Nicholas C of E Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, as outlined in the Equality Act 2010. We aim to foster a culture of inclusion and respect, where all members of our school community feel valued, proud of their identity, and able to participate fully in school life.

We monitor pupil achievement by characteristics such as race, gender, and disability, using this data to support individuals, raise standards, and ensure inclusive teaching practices. We address discrimination by actively promoting equality, challenging stereotypes and bullying, and creating an environment that champions respect for all. We believe that diversity is a strength to be respected and celebrated by all who learn, teach, and visit our school.

We do this by:

- Treating everyone within the school community as individuals, recognising their unique abilities, beliefs, challenges, and experiences.
- Creating and maintaining a school ethos that promotes equality, encourages understanding, and challenges myths, stereotypes, and prejudice.
- Encouraging all members of our community to develop positive self-image and high self-esteem.
- Setting high expectations for all pupils and staff.
- Promoting mutual respect and valuing both similarities and differences.
- Addressing equality issues openly and honestly.
- Monitoring and reviewing our practices to ensure continuous improvement.

Equality Objectives (2024–2028)

1. To promote equality of opportunity for all pupils

- Increase participation in extracurricular activities among pupils eligible for Pupil Premium, those with SEND, and EAL learners. Subsidise clubs, trips, and enrichment activities for disadvantaged pupils.
- Provide buddy systems for SEND pupils attending extra-curricular events
- Adapt club content for accessibility and differentiated engagement (e.g., visuals, simplified instructions).
- Track participation by demographic to identify and address underrepresentation.

2. To prepare pupils for life in a multicultural and multi-faith society

- Host “Cultural Diversity Weeks” with food, music, and stories from various backgrounds.
- Invite guest speakers or parents from different faiths and cultures to share lived experiences.
- Include global issues and perspectives across curriculum areas (e.g., geography, RE, PSHE). Use Lyfta to enrich RE and Geography curriculum.
- Link with other schools (locally or internationally) for cultural exchange or pen-pal programmes.

3. To ensure the needs of pupils with SEND and/or disabilities are fully met

- Conduct accessibility audits of venues before booking trips.
- Train staff in inclusive teaching strategies and medical/care needs.
- Co-create personalised support plans with families and specialists.
- Include SEND-specific targets in lesson planning and teaching reviews.

4. To support pupils, families, and staff for whom English is an Additional Language (EAL)

- Translate newsletters, forms, and key policies into common home languages.
- Use technology-assisted translation.
- Host termly EAL family drop-in sessions to build engagement and trust.
- Develop visual learning aids, dual-language books, and pictorial timetables.

5. To eliminate discriminatory practices and reduce prejudice across the school

- Deliver curriculum lessons on discrimination, respect, and protected characteristics.
- Hold assemblies on kindness, empathy, anti-bullying.
- Create an anonymous pupil reporting system for incidents or concerns.
- Integrate case studies and stories from diverse communities into teaching.

6. To foster positive attitudes toward diversity and cultural richness

- Establish a “Diversity Ambassadors” pupil group to co-lead initiatives.
- Celebrate events such as Black History Month, LGBTQ+ History Month, religious festivals with assemblies or workshops.
- Audit reading lists to include authors from diverse backgrounds.
- Involve families in sharing traditions and languages in the classroom.

Review Cycle:

These objectives will be reviewed annually and updated at least every four years, in line with statutory guidance.