# Crossgates Primary School
# Equality Statement and Objectives

*Under the Public Sector Equality Duty (PSED), arising from the Equality Act 2010, the governing board have due regard of the need to:*

- *Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010*
- *Advance equality of opportunity between people who share a relevant protected characteristic and those who do not*
- *Foster good relations between people who share a protected characteristic and those who do not*

*This duty applies to all aspects of policy development, decision-making, and practice. The governing board consider equality implications when policies are created, reviewed, and implemented, and will record how due regard has been demonstrated in significant decisions.*

*The School will:*

- *Publish information annually to demonstrate compliance with the Public Sector Equality Duty (PSED).*
- *Set and publish equality objectives at least every four years, which are specific, measurable, and regularly reviewed.*
- *Ensure that policies on areas such as admissions, curriculum, behaviour, staffing, facilities (including single-sex facilities), and governance comply with the Equality Act 2010 and the latest statutory and regulatory guidance.*
- *Review all policies and procedures regularly to ensure continued compliance with education and employment legislation, and to reflect developments in case law and Equality and Human Rights Commission (EHRC) guidance.*
- *Promote an inclusive culture where diversity is valued, equality is actively advanced, and all members of our school communities feel respected and able to achieve their potential*

## Statement 2025-2026

*'Growing together, learning forever.'*

## Our Commitment to Equality:

At Crossgates, equality is central to who we are and what we do. Guided by the principles of the Equality Act 2010, we are committed to building a community where:

**Discrimination is Unacceptable:** Every person: pupils, staff, families, and visitors, are treated with dignity, fairness, and respect.

**Equal Opportunities are Reality, Not Aspiration:** Regardless of background or circumstance, everyone has the same chance to succeed.

**Diversity Strengthens Us:** We value and celebrate our differences, fostering a culture where respect, understanding, and collaboration thrive.

## Objectives 2025-2026

1. **Eliminate discrimination and promote respectful behaviour across the school community**
   To ensure that all pupils, staff, and families feel safe, respected, and free from discrimination or bullying related to any protected characteristic
2. **Advance equality of opportunity by improving support and inclusion for pupils with SEND and diverse backgrounds**
   To identify and support pupils early, particularly those with SEND and from diverse backgrounds, ensuring they access high-quality adaptive teaching and make strong progress

3. **Foster good relations and celebrate diversity through curriculum enrichment and community engagement**
   To develop pupils' understanding and respect for different cultures, backgrounds, and identities, promoting a strong sense of belonging and community cohesion

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## Action Plans

### Objective 1: Eliminate discrimination and promote respectful behaviour

| Actions | Person Responsible | Resources Needed | Time Frame | Success Criteria |
|---|---|---|---|---|
| Review and update behaviour and anti-bullying policies to explicitly address all protected characteristics | Headteacher/ DSL | Policy templates, staff meeting time | By July 2026 | - Updated policies published and shared with staff and parents<br>- All staff trained on updated policies<br>- Reduction in reported bullying incidents related to protected characteristics |
| Deliver staff training on Equality Act 2010, anti-discrimination, and inclusive behaviour management | Headteacher | External trainers or online training modules | Autumn 2025 term | - 100% staff completion of training<br>- Staff implement policy (agreed scripts) when supporting children with behavioural incidents relating to the protected characteristics |

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| Establish a pupil-led Respectful and Safe group to promote peer awareness and support | PSHE Lead & School Council Lead | Meeting space, resources for pupil activities | By July 2026 | - Group meets regularly<br>- Pupil-led initiatives delivered (e.g. assemblies, posters)<br>- Positive pupil feedback on school climate |

**Objective 2: Advance equality of opportunity by improving support and inclusion**

| Actions | Person Responsible | Resources Needed | Time Frame | Success Criteria |
|---|---|---|---|---|
| Implement early identification and intervention system for pupils with SEND and EAL | SENCO, EAL Lead & Class Teachers | Assessment tools, training materials | By April 2026 | - All pupils with SEND/EAL identified within first term<br>- Individual support plans in place |
| Provide ongoing high-quality adaptive teaching training for staff, including neurodiversity awareness | HT, SENCO | Specialist trainers, release time for staff | Spring 2026 term | - Staff demonstrate adaptive teaching strategies<br>- Positive parent and pupil feedback on support |
| Monitor and analyse progress data to close attainment gaps for SEND and disadvantaged pupils | Assessment Lead & SENCO | Data management system | Termly from Autumn 2025 | - Narrowing of attainment gaps in internal data<br>- Increased percentage of SEND pupils meeting progress/age-related expectations |

Objective 3: Foster good relations and celebrate diversity

| Actions | Person Responsible | Resources Needed | Time Frame | Success Criteria |
|---|---|---|---|---|
| Enrich curriculum with diverse cultural, religious, and identity perspectives | Curriculum Lead & Subject Leaders | Diverse resources, author visits, community links | Ongoing from Autumn 2025 | - Curriculum plans include diverse perspectives<br>- Pupils show increased understanding in lessons and assemblies |
| Organise community events and partnerships to celebrate diversity and promote inclusion | Headteacher, Curriculum Lead, subject leads | Venue, materials, guest speakers | At least twice yearly | - Successful community events held<br>- Positive parent and community feedback |

Child Friendly Objectives

1. We will make sure everyone at school is treated kindly and fairly, and that no one feels left out or bullied.
2. We will help all children learn and grow by giving extra support to those who need it, so everyone can do their best.
3. We will learn about and celebrate all the different people and cultures in our school and community, so everyone feels they belong.

*Impact Statement*

*By successfully achieving these objectives, Crossgates Primary School will continue on its journey to be as inclusive, respectful, and supportive as possible, where every child feels safe, valued, and able to succeed. Discrimination and bullying will be eradicated, ensuring a positive school climate. Vulnerable pupils, including those with SEND and from diverse backgrounds will receive the tailored support they need to thrive both academically and personally. The whole school community will have gained a deeper understanding and appreciation of diversity, fostering strong relationships and a genuine sense of belonging. This will enhance pupil well-being, engagement, and achievement, supporting the school's vision of growing together and learning forever and embedding the values of Community, Compassion, Growth and Effort.*