

Cotgrave Church of England Primary School

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass, or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

School Vision and Values

At Cotgrave Church of England Primary School, we learn by exploring, questioning, and discovering the world around us, fostering a love of learning. We include everyone with kindness, respect, and understanding, celebrating each person in our community. We flourish by building resilience and embracing challenges with confidence. We do this every day knowing that God walks beside us, guiding us to live 'life in all its fullness'.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful and treating all members of the school community fairly, in line with our values of kindness and respect.
- Developing an understanding of diversity and inclusion and the benefits it can have, fostering a love of learning through exploration and questioning.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all, celebrating each person in our community.
- Encouraging compassion and open-mindedness, building resilience and embracing challenges with confidence.
- Challenging bias in order to move the conversation forward, guided by our vision of living 'life in all its fullness'.

We are committed to having a balanced, diverse, and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others, fostering a love of learning through exploration and questioning.
- Celebratory of diversity, including everyone with kindness, respect, and understanding.
- Eager to reach their full potential, flourishing by building resilience and embracing challenges with confidence.
- Inclusive, guided by our vision of living 'life in all its fullness'.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.

- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality, fostering a love of learning through exploration and questioning.
- Encourage and adopt an inclusive attitude, celebrating each person in our community.
- Lead by example, guided by our vision of living 'life in all its fullness'.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days, fostering a love of learning through exploration and questioning.
- Inviting guest speakers to talk to pupils about diversity, including everyone with kindness, respect, and understanding.
- Incorporating lessons about diversity into the curriculum, celebrating each person in our community.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

- **Diverse Curriculum:** We ensure our curriculum includes materials that reflect various cultures, backgrounds, and perspectives. This helps students see themselves and others in the content they learn, fostering a love of learning through exploration and questioning.
- **Cultural Events:** We organize events and celebrations that highlight different cultures and traditions, encouraging students to share their heritage and learn about others, including everyone with kindness, respect, and understanding.
- **Inclusive Policies:** Our policies promote equality and prevent discrimination, ensuring every student feels safe and respected, celebrating each person in our community.
- **Student Representation:** We have student councils and committees that include representatives from diverse groups, giving all students a voice in school decisions, guided by our vision of living 'life in all its fullness'.
- **Professional Development:** Teachers receive training on cultural responsiveness and inclusive teaching practices to better support all students, fostering a love of learning through exploration and questioning.

Inclusion

- **Inclusive Curriculum:** We adapt our curriculum to meet the diverse needs of SEND students, ensuring they have access to the same learning opportunities as their peers, celebrating each person in our community.
- **Specialist Support:** We have a team of specialists, including SENCOs (Special Educational Needs Coordinators), who work closely with teachers to provide tailored support and interventions for SEND students, fostering a love of learning through exploration and questioning.
- **Adaptive Teaching:** Our teachers use adaptive teaching strategies to accommodate different learning styles and needs, ensuring that all students can engage with the material and achieve their full potential, flourishing by building resilience and embracing challenges with confidence.
- **Accessible Facilities:** We ensure that our school facilities are accessible to all students, including those with physical disabilities. This includes ramps, elevators, and accessible restrooms, guided by our vision of living 'life in all its fullness'.
- **Sensory Room:** We have adapted our building to include a sensory room, providing a dedicated space where students can regulate their sensory input and manage their behaviors. This room includes various forms of sensory stimulation, such as sight, sound, touch, and

movement, to support students with sensory processing needs, celebrating each person in our community.

- **Parental Involvement:** We actively involve parents and guardians in the planning and decision-making process for their child's education, ensuring that their voices are heard and their needs are met, including everyone with kindness, respect, and understanding.
- **Professional Development:** Our staff regularly participate in training sessions focused on inclusive education and best practices for supporting SEND students, fostering a love of learning through exploration and questioning.
- **Peer Support Programs:** We encourage peer support and buddy systems to foster a sense of community and inclusion among all students, guided by our vision of living 'life in all its fullness'.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. The school's Equality Policy further outlines the school's policies regarding equality.

Equality Objectives (2026–2030)

In line with the Equality Act 2010 and Public Sector Equality Duty, Cotgrave C of E Primary School has identified the following equality objectives following analysis of school data, stakeholder feedback, and local context.

These objectives will be reviewed annually and formally updated at least every four years.

Objective 1: Narrow attainment gaps for vulnerable groups

Aim:

To reduce any attainment gaps between vulnerable groups (including pupils with SEND and disadvantaged pupils) and their peers.

Success Measures:

- By July 2027, the gap in reading, writing and maths attainment between identified groups and their peers will reduce by at least **10%**
- Termly pupil progress data shows accelerated progress for targeted pupils
- Provision maps show targeted, effective interventions

Key Actions:

- Strengthen use of pupil progress meetings to identify and address gaps
 - Ensure adaptive teaching is consistently embedded across all classes
 - Monitor impact of interventions termly
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Objective 2: Strengthen inclusive practice and representation in the curriculum

Aim:

To ensure that the curriculum reflects diversity and promotes respect for all protected characteristics.

Success Measures:

- Curriculum audits show **clear representation of diversity** across subjects
- Pupil voice demonstrates increased understanding of difference and inclusion
- No increase in reported prejudice-related incidents, with improved pupil confidence in reporting

Key Actions:

- Audit and update curriculum resources to reflect modern Britain
 - Embed diversity and inclusion through RSHE and collective worship
 - Provide staff CPD on inclusive teaching and representation
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Objective 3: Reduce incidents of prejudice-related behaviour

Aim:

To further reduce incidents of discriminatory or prejudice-related behaviour and improve pupil understanding.

Success Measures:

- Reduction in recorded prejudice-related incidents over time
- All incidents logged, followed up and used as learning opportunities
- Pupil surveys show pupils feel safe and respected

Key Actions:

- Continue to record and monitor all incidents rigorously
 - Use assemblies and PSHE/RSHE to address themes proactively
 - Ensure consistent staff responses to discriminatory language
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Objective 4: Strengthen inclusion and belonging across the school community**Aim:**

To ensure all pupils, families and staff feel a strong sense of belonging and inclusion within the school.

Success Measures:

- Parent and pupil surveys show **≥90% positive responses** to questions on inclusion and belonging
- Increased engagement of families from different backgrounds in school events
- Staff report confidence in promoting equality and inclusion

Key Actions:

- Continue to build strong relationships with families and the wider community
 - Celebrate diversity through events, curriculum and collective worship
 - Provide regular staff training on equality, diversity and inclusion
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Monitoring and Review

Progress towards these objectives will be:

- Reviewed termly by senior leaders
- Reported to governors annually

- Published on the school website in line with statutory requirements
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