

Equality Statement and Action Plans

Autumn 2026



Our Theologically Rooted Christian Vision

Becoming the person God made me to be:
living, learning, loving.

"I praise you because I am fearfully and wonderfully made"
Psalms 139:14

Created to be like God, we are all individual, different, and precious. As school families, we treat everyone with **dignity**, seeing each person as a vital stroke in the creation of the masterpiece which is our school **community**. We **love** and welcome everyone, supporting them in the ups and downs of life and giving them **hope** for a bright future in their **lives** and **learning**. We seek **justice** for all, embracing those who face challenges in their **lives** and **learning**. We act responsibly, treating everyone fairly but not necessarily the same. We work to ensure that everyone has what they need, and we act and speak up for those who don't. **Equity** underpins our commitment to enabling everyone to flourish as the person God made them to be. Therefore, living like Jesus, we think and act with generous and **forgiving** hearts in the strategic and day to day life of the school. **Trusting** in God and the teaching of the bible, we are building a culture of **trust** in which everyone can feel safe; confident that their spiritual, emotional, and academic needs will be met and that their **uniqueness** will contribute to the **unity and wholeness** of Austrey and Newton Regis Church of England Primary Schools.

Our Core Christian Values

COMMUNITY	HOPE	DIGNITY	JUSTICE	FORGIVENESS	TRUST
 <u>With God's love:</u> We focus on relationships, participation in the community, building character and enabling everyone to live well and flourish together. <i>"Share the work and share the wealth. And if one falls down - the other helps"</i> Ecclesiastes 4:9	 <u>With God's love:</u> We enable healing, repair and renewal, coping wisely when things go wrong, widening our horizons, raising aspirations and guiding everyone into ways of fulfilment. <i>"God says, I know what I am doing. I have it all planned out; plans to take care of you, not abandon you; plans to give you the future you hope for."</i> Jeremiah 29:11	 <u>With God's love:</u> We educate for dignity and respect, celebrating the preciousness of each person, treating each person as a unique creation of God. <i>"You are blessed when you are content with just who you are - no more - no less"</i> Matthew 5:5	 <u>With God's love:</u> We treat everyone fairly but not necessarily the same. We work to ensure that everyone has what they need, and we try to speak up and change things for those who don't. <i>"What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God"</i> Micah 6:8	 <u>With God's love:</u> We recognize that we all make mistakes; the life and teaching of Jesus <u>shows</u> how our community can be nourished and repaired as we forgive and ask for forgiveness, letting go of grudges, bitterness or anger. <i>"For if you forgive other people for their offenses, your heavenly Father will also forgive you."</i> Matthew 6:14	 <u>With God's love:</u> We build a culture of openness, honesty and integrity, so that everyone is safe, nurtured, noticed and loved. <i>"May the God of hope fill you with all joy and peace as you trust in him, so you may overflow with hope."</i> Romans 15:13

At Austrey and Newton Regis Church of England Primary Schools, we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion. The Equality Act 2010 identifies protected characteristics:

The following characteristics are protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The Equality Act 2010 (<https://www.gov.uk/guidance/equality-act-2010-guidance>) required us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect.
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair.
- Austrey and Newton Regis CE Primary Schools is a school committed to producing good citizens – locally, nationally and globally.

Objective 1: To educate all members of the school community about discrimination, prejudice, and promote a culture of respect and inclusion.

Child-Friendly Objectives: We want everyone in our school to be treated fairly and with respect, no matter who they are. We will learn about different people and how to be kind to everyone.

Rationale: Based on the school's context, vision and values, this objective aims to further strengthen the school's commitment to eliminating discrimination and promoting a harmonious environment.

Action Plan

<u>Actions</u>	<u>Person Responsible</u>	<u>Resources Needed</u>	<u>Timeframe</u>	<u>Success Criteria</u>	<u>RAG</u>
Review and update the school's Positive Behaviour Policy (including Anti-bullying) to explicitly address discrimination and promote inclusion through a relational approach	Headteacher, Governing Body	Existing policies, guidance from the Equality and Human Rights Commission	Autumn 1 2026	Updated policies clearly outline the school's commitment to eliminating discrimination.	
Incorporate lessons on diversity, inclusion, and challenging discrimination into the PSHE/RSE curriculum.	PSHE/RSE Lead	Curriculum resources (My Happy Mind), staff training	By Summer 2027	Pupils demonstrate increased understanding of diversity and can identify and challenge discrimination.	
Ensure that the appointment of staff is in line with equal opportunities legislation.	Headteacher.	Training	Ongoing	Members of staff and school governors are Safer Recruitment trained. Policy and procedures are adhered to, and records of recruitment are up to date and compliant.	

Impact Statement

By successfully implementing these objectives, Austrey and Newton Regis CE Primary Schools will create a more inclusive and harmonious environment where all members of the school community feel valued and respected. Staff will have a strong understanding of their responsibilities under the Equality Act, and the school's policies will clearly reflect its commitment to eliminating discrimination. Pupils will develop increased awareness and empathy towards diversity and will be equipped to identify and challenge any form of discrimination.

Objective 2: To narrow the attainment gap between pupils with SEND or from disadvantaged backgrounds and their peers, and to increase their participation in all aspects of school life.

Child-Friendly Objectives: We want to help all our friends do their best in school, no matter what they find difficult or what their family situation is. We will work hard to make sure everyone can join in and have fun.

Rationale: The school's context indicates that a proportion of pupils have SEND or are disadvantaged, which suggests a need to address any potential barriers to their educational achievement and participation. This objective aims to take proactive steps to support these groups and ensure they have equal opportunities to flourish.

Action Plan

<u>Actions</u>	<u>Person Responsible</u>	<u>Resources Needed</u>	<u>Timeframe</u>	<u>Success Criteria</u>	<u>RAG</u>
Conduct a detailed analysis of attainment and progress data, disaggregated by SEND and disadvantaged status	Inclusion Lead/SENDCo, Pupil Premium Lead	School assessment systems	On-going, including termly Pupil progress meetings	Gaps in attainment and progress identified for specific groups	
Develop targeted intervention programmes to address the identified gaps in attainment and progress for SEND and disadvantaged pupils	Inclusion Lead/SENDCo, Pupil Premium Lead, Class Teachers	Specialist teaching resources and allocated staff to deliver.	On-going, including termly Pupil progress meetings	Measurable improvements in attainment and progress for SEND and disadvantaged pupils	
Provide training for all staff on meeting the needs of SEND and disadvantaged pupils, including differentiation and inclusive teaching strategies	Inclusion Lead/SENDCo and SLT	Training materials, external expertise when required	On-going	Staff demonstrate increased confidence and competence in supporting SEND and disadvantaged pupils	

Monitor and evaluate the participation of SEND and disadvantaged pupils in extracurricular activities, school trips, and leadership opportunities	SENDCO/Pupil Premium Lead	Participation data, feedback from pupils and parents	Ongoing	Increased participation rates for SEND and disadvantaged pupils in a range of activities	
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Impact Statement

By implementing these objectives, Austrey and Newton Regis CE Primary Schools will take proactive steps to advance equality of opportunity for pupils with SEND and those from disadvantaged backgrounds. Through targeted interventions, staff training, and monitoring of participation, the school will work to narrow the attainment gap and ensure these groups of pupils have equal access to the full range of educational and extracurricular opportunities. This will contribute to a more inclusive and supportive environment where all pupils are empowered to flourish and reach their full potential, regardless of their protected characteristics or personal circumstances.

Objective 3: To strengthen the school's links with the local community and promote greater understanding and appreciation of diversity.

Child-Friendly Objectives: We want to learn about all the different people in our community and how we can be kind to everyone, no matter how they look or what they believe. We will work together with other schools and groups to celebrate our differences and have fun.

Rationale: The school's strong Christian ethos and values, provide a solid foundation for this objective. By building on these strengths, the school can further enhance its efforts to foster good relations and promote community cohesion.

Action Plan

<u>Actions</u>	<u>Person Responsible</u>	<u>Resources Needed</u>	<u>Timeframe</u>	<u>Success Criteria</u>	<u>RAG</u>
Organise a series of assemblies and workshops that celebrate diversity and promote respect for differences as well as class discussions during Picture News	RE Lead and DHT	Assembly Plans, external speakers if required, whole school workshop/curriculum days	By Summer 2027	Positive Feedback from pupils, staff and parents on the impact of these initiatives	
Strengthen partnerships with schools that are more diverse e.g. Olive School to foster mutual understanding and collaboration	Olive School Lead RE Lead	Contacts with Olive school and other schools or community groups	On-going	Increased number of successful partnerships	
Ensure that the appointment of staff is in line with equal opportunities legislation.	Headteacher.	Training	Ongoing	Members of staff and school governors are Safer Recruitment trained. Policy and procedures are adhered to, and records of recruitment are up to date and compliant.	

Impact Statement

By successfully implementing these objectives, Austrey and Newton Regis CE Primary Schools will strengthen its connections with the local community and foster greater understanding and appreciation of diversity. Through a range of community engagement activities, diverse curriculum content, and collaborative partnerships, the school will provide opportunities for pupils, staff, and parents to learn about and celebrate the rich tapestry of cultures, beliefs, and characteristics represented within the school and the wider community. This will contribute to a more cohesive and inclusive school environment, where everyone feels a sense of belonging and value, and where differences are celebrated as a source of strength and enrichment.