



VICKERSTOWN PRIMARY & BRAMBLES NURSERY SCHOOL

Equality Objectives Statement

Approved by ¹	
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Signed:	
Date:	February 2026
Proposed review date ² :	February 2027

Equality Objectives Statement

At Vickerstown School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

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

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

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Vickerstown School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, 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.

Vickerstown School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced 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. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs

EQUALITY OBJECTIVE 1
To ensure our behaviour management systems are fair and equitable to support children effectively and build effective systems to improve children’s social and emotional development, including mental health.
Why we have chosen this objective:
Children’s mental health is an increasing issue both in our school and nationally. SEMH can create barriers to access and attendance and can also result in the disruption of learning of others and behavioural challenges.
To achieve this objective, we plan to:
<p>We will do this by:</p> <ul style="list-style-type: none"> • Reviewing our behaviour policy and practices • Monitoring behaviour incidents and identifying patterns • Modifying our interventions to meet the changing needs of our students • Ensure all staff have received CPD on key policies in school including the Behaviour policy, the Anti-Bullying policy, the Equality and Diversity policy, including the Anti-Racism strategy, and the Attendance policy • Provide staff and parents with appropriate support on behaviour management strategies and supporting those who are subjected to discriminatory behaviour • Providing a School Counselling service in-house • Working closely with BEWO and Local SEMH providers
Progress we are making towards achieving this objective:
Behaviour policy reviewed and updated
CPOMs used to record and monitor incidents, overseen by Behaviour to identify patterns

EQUALITY OBJECTIVE 2
To promote equality of opportunity in enrichment activities and learning experiences
Why we have chosen this objective:
Our school is located in an area of significant deprivation. Access to opportunities for enrichment and cultural capital are not readily available locally. Many of our families face challenges financially and we do not want this to jeopardise access to enrichment trips and experiences. Participation in in-school enrichment clubs is also an area we wish to develop, to increase uptake across all demographics.

To achieve this objective, we plan to:

We will do this by:

- Ensuring that all barriers to participation are removed
- Offering sufficient places to enrichment activities so all who wish to participate are able to
- Supporting payments for enrichment activities making them as cost effective as possible to families
- Offering a range of curriculum experiences in all year groups
- Ensure there is a range of activities to meet the needs of our children
- Offer additional staffing or other forms of support to give every child the best possible chance of taking part
- Regularly monitoring uptake of activities
- Offer lunchtime activities to overcome barriers to school attendance.

Progress we are making towards achieving this objective:

- Uptake and participation in clubs, trips and enrichment activities are regularly monitored
- Participation monitoring evaluated for different demographics
- Pupil voice gathered to understand needs, interests and barriers to participation
- Allotment of Pupil Premium funding towards removing financial barriers for activities such as swimming and trips.

EQUALITY OBJECTIVE 3

To use inclusive practices to support learners with SEND

Why we have chosen this objective:

Our school has a high proportion of SEND, including physical disabilities. Our building was designed to be a local provider for physical disabilities and Autism.

To achieve this objective, we plan to:

We will do this by:

- Using research-informed practices to ensure all learners can access learning
- Using teacher and teaching assistant time effectively to help meet the needs of all learners
- Ensuring teachers meet with the SENCo frequently to discuss learners' needs and support areas that need to be targeted
- Purchasing resources needed to support learners with additional needs
- Making appropriate adjustments wherever needed, including making our physical environment accessible
- Creating learning environments suitable for all learners
- Supporting parents in feeling involved and well-informed about their children's needs and how they are being supported in school

Progress we are making towards achieving this objective:

SENCo regularly meets with teachers and support staff to review provision for our SEND children.

Accessibility plan has recently been reviewed and updated.

Pupil voice survey

Parent survey

Advice sought from Specialist Advisory Teachers and Local Authority where needed.

This means we will:

- take reasonable and necessary steps to **meet pupils' needs** by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- actively encourage positive attitudes towards pupils and staff and expect everyone to **treat others with dignity and respect**.
- regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action. We want children to understand and value the diversity that surrounds them, and **challenge prejudice and stereotyping**.
- monitor the progress and achievement of pupils who fall within the appropriate protected characteristics. This information will help us set equality objectives, **remain fully inclusive** and ensure pupils achieve their full potential.
- **work with outside agencies** and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- **monitor bullying and prejudice-related incidents** and deal with them effectively. Regular training will be given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.
- have an expectation that all **staff will be role-models** for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

Here are some key ways we show our commitment to Equality, Diversity & Inclusion:

Pupils / students

- School council focuses discussion on these areas
- The building is designed and organised in a way that is inclusive to all pupils
- Zero tolerance approach to bullying
- Representations of different cultures and ethnicities within the curriculum
- Participation in national and international awareness events.
- Provide reasonable adjustments in line with The Equality Act for students with SEND
- Purchasing a range of texts from different cultures to support development of reading programme in school
- Pupil premium spend directed towards ensuring barriers are removed for all to support learning

- Consideration given to race and gender in the production of promotional and educational materials in school.

Colleagues

- Provide disabled parking for colleagues
- Provide Occupational Health referrals for colleagues struggling with health issues (both physical and mental)
- Provide ergonomic assessments / equipment for colleagues who struggle with mobility so they can access the workplace
- Provide a confidential employee assistance programme
- CPD to raise awareness on key Trust policies

Community

- All letters are pitched at appropriate level so they are accessible to as many as possible
- Parent Teacher Association supports opportunity for any parent to have involvement in the school
- Ensure any reasonable adjustments in line with The Equality Act are in place to enable candidates to access our recruitment procedure
- Governing body applications are encouraged from people who may fall within one of the protected characteristics