



Choppington Primary School
- a happy place to be -

Choppington Primary School

2025-26

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED). The school's general duties with regard to equality are:

- Eliminating discrimination
- Fostering good relationships between people who share a protected characteristic and those who do not
- 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 a strong emphasis on equality, diversity and inclusion. We are committed not only to eliminating discrimination, but also to increasing understanding, respect and appreciation for diversity across our school community.

Aims to eradicate discrimination

We believe that pupils and staff achieve more when their individuality is recognised, valued and celebrated. Creating an inclusive environment where everyone feels confident, respected and safe is a core commitment of the school.

This environment will be achieved by:

- Being respectful and modelling inclusive behaviour at all times
- Treating all members of the school community fairly
- Developing a shared understanding of diversity, inclusion and the benefits they bring
- Ensuring the whole school community understands what inclusive behaviour looks like and how it aligns with our school values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion, open-mindedness and curiosity
- Challenging bias and calling it out to move conversations forward
- Ensuring all policies and procedures consider equality and are reviewed with equal-opportunities principles in mind

- Promoting a culture where pupils, staff and parents feel able to share concerns, including those relating to protected characteristics

We monitor and evaluate data relating to prejudice-related incidents, behaviour, attendance, exclusions and participation. Data is analysed by protected characteristic where appropriate to identify patterns, inform staff training and ensure equitable outcomes.

We are committed to a balanced, diverse and representative curriculum. Pupils are exposed to ideas and concepts that may challenge their understanding, helping them become more accepting and inclusive of others. Challenging or controversial concepts are delivered in a way that prevents discrimination and promotes respectful dialogue.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, discrimination against any member of our school community is treated with the utmost seriousness. When an incident is reported, appropriate action is taken promptly and a resolution is put in place that is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive in their words, actions and interactions
- Aware of what constitutes discriminatory behaviour

Inclusive behaviour at Choppington Primary School includes:

- Using respectful language
- Welcoming and supporting others
- Challenging stereotypes
- Demonstrating empathy
- Ensuring everyone feels safe and valued

The school's employees will not:

- Discriminate against any member of the school community
- Treat others unfairly

The school's employees will:

- Promote diversity, equality and inclusion
- Model inclusive attitudes and behaviours
- Lead by example
- Seek training where needed to improve their knowledge or practice

Throughout the year, the school celebrates diversity through:

- Activities linked to key diversity awareness days
- Inviting guest speakers to share lived experiences
- Incorporating diversity-rich content across the curriculum
- Highlighting diverse role models and achievements

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 extend to the treatment of all members of the school community. All staff members are required to act in accordance with the school's equality-related policies.

We guarantee that no redundancy, dismissal or disciplinary action will be the result of direct or indirect prejudice. All internal processes are fair, transparent and non-prejudicial.

Diversity and representation

We have been working hard to redesign and develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. Our curriculum enables children to regularly learn about, and be inspired by, individuals of all abilities from a wide range of backgrounds, cultures, genders, sexualities, religions and ethnicities.

The celebration of differences is embedded throughout our lessons and discussed frequently at every opportunity. Weaving diversity throughout our curriculum is an ongoing project and a key priority for our school.

Inclusion

At Choppington Primary School, every member of the school community is regarded as being of equal worth and importance. Inclusion recognises differences and takes positive action to ensure that everyone has equal access to the educational opportunities offered by the school.

We achieve this by:

- Ensuring all children learn together

- Adapting systems and structures to meet individual needs
- Fully involving children in the learning process
- Enabling all children to participate in the life and work of the school
- Recognising and valuing the diversity of cultures, languages, religions, opinions and beliefs
- Building strong relationships between school and community
- Setting and monitoring ambitious but achievable targets for all pupils

Inclusive Education

We work towards inclusive practice by:

1. Creating inclusive cultures

- Ensuring everyone feels welcome
- Encouraging children to support one another
- Ensuring staff work collaboratively to include all pupils
- Treating all members of the community with respect
- Working in partnership with parents and governors
- Involving local communities in the life of the school

2. Establishing inclusive values

- Maintaining high expectations for all
- Sharing a collective belief in inclusion
- Valuing all children equally
- Recognising staff and pupils as individuals
- Removing barriers to learning and participation
- Eliminating discriminatory practices
- Encouraging supportive friendships

3. Producing inclusive policies

- Ensuring staff appointments and promotions are fair
- Supporting new staff to settle into the school
- Admitting and retaining all children from our community
- Making buildings physically accessible
- Helping new children feel settled
- Encouraging parents to participate in school life

4. Organising support for diversity

- Ensuring all children have access to appropriate support
- Coordinating all forms of support
- Providing staff development to respond positively to diversity
- Ensuring the SEND policy is inclusive
- Using the SEN Code of Practice (2014) to reduce barriers
- Linking pastoral and behaviour support with curriculum development
- Reducing barriers to attendance

- Eliminating bullying
- Coordinating EAL support with learning support

5. Evolving inclusive practices

- Ensuring learning is responsive to diversity
- Making learning accessible to all
- Developing understanding of difference
- Encouraging collaborative learning
- Recognising and celebrating achievement
- Establishing classroom rules based on mutual respect
- Planning and teaching in partnership with colleagues, pupils and parents
- Ensuring LSAs support participation for all
- Encouraging parental partnership
- Ensuring homework supports learning for all
- Providing access to extracurricular and outdoor learning
- Ensuring assessment systems demonstrate progress for all

Mobilising resources

- School resources are distributed to support inclusion
- Community resources are identified and utilised
- Staff expertise is fully used
- Diversity among children and families is used as a resource for teaching and learning
- Staff develop resources to support learning and participation

Closing statement

Prejudice is not tolerated at Choppington Primary School. We are continuously working towards a more accepting, respectful and inclusive environment for our entire school community.

Our Equality Information and Objectives Policy, Pupil Equality, Equity, Diversity and Inclusion Policy, and Staff Equality, Equity, Diversity and Inclusion Policy further outline our commitment to equality.