

Equality and Diversity Plan 2025-26

Date of last review:	Summer 2025
Date of next review:	Summer 2027

1. Introduction

At Netherfield Primary Academy, we are committed to fostering an inclusive and welcoming environment where every pupil, staff member, and visitor feels valued, respected, and supported. In line with the Equality Act 2010, the SEND Code of Practice (2015), and Ofsted's expectations for inclusion, this plan sets out how we will:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity for all.
- Foster positive relationships and celebrate diversity.

We recognise the rich cultural, linguistic, and social diversity within our school community and view this as a strength that enriches learning for all.

2. Guiding Principles

- High expectations for all: Every child will be challenged and supported to achieve their best.
- Fair access: No pupil will be disadvantaged by barriers linked to disability, background, or personal circumstances.
- Celebrating difference: We will actively promote cultural awareness and appreciation of individual identity.
- Listening to voices: Pupils, parents, and staff will be consulted and included in shaping practice.

3. Legal and Policy Framework

This plan works alongside:

- Equality Act 2010
- SEND Code of Practice (2015)
- Accessibility Plan and Equality Objectives (2025-27)
- School SEND and Safeguarding policies

4. Equality and Diversity Objectives (2025–27)

Objective	Details
Objective 1: Reduce Exclusions and Behaviour Disparities	Target: Fixed-term exclusions for disadvantaged pupils to be below national averages. Actions: • Embed restorative behaviour practices. • Provide staff CPD on trauma-informed approaches. • Track behaviour data by vulnerable group and act swiftly on emerging trends.

Objective 2: Narrow Attainment Gaps	Target: Continue to reduce gaps in reading, writing, and maths for SEND, pupil premium, and minority ethnic groups. Actions: • Personalised intervention programmes with measurable outcomes. • Termly pupil progress meetings focusing on vulnerable groups. • Curriculum audits to ensure cultural relevance and challenge bias.
Objective 3: Strengthen Mental Health and Wellbeing	Target: Expand ELSA provision and embed a whole-school wellbeing culture. Actions: • Train additional staff in ELSA and mental health first aid. • Regular pupil voice surveys on wellbeing. • Implement structured wellbeing weeks linked to PSHE and RSE curriculum.
Objective 4: Improve Attendance and Engagement	Target: Reduce persistent absence in SEND and pupil premium groups. Actions: • Targeted family support and attendance mentoring. • Early identification of barriers to attendance. • Celebrate high attendance and punctuality through assemblies and newsletters.
Objective 5: Celebrate Diversity and Community Cohesion	Target: Build an inclusive school culture recognised by parents, governors, and children. Actions: • Annual celebrations of cultural and religious notable dates. • Pupil-led parliament agenda item to shape inclusive initiatives. • Whole-school projects promoting British Values and global citizenship.

5. Monitoring and Review

- Progress against objectives will be reviewed termly by SLT and governors.
- Feedback will be gathered from pupils, parents, staff, and external partners.
- Outcomes will be published annually on the school website.

6. Impact Measures

- Reduction in exclusions and behaviour incidents for vulnerable groups.
- Narrowed attainment and attendance gaps across disadvantaged cohorts.
- Evidence of improved wellbeing from surveys and safeguarding records.
- Positive parent and pupil feedback on inclusion and school culture.
- Recognition in Ofsted inspection outcomes and governor reports.