



Whittingham

C of E PRIMARY SCHOOL

**Equality Objectives
2025- 2029**



Whittingham School Vision

As a school, we take inspiration from the story of the Good Samaritan (Luke 10:25-37). In this story, the Samaritan was **kind** by going the extra mile so that all the injured man's needs were met. He was **collaborative** to make sure the man received the best care from him and others. Finally, he was **courageous** in helping someone who was different to him.

These three values are at the heart of the community we seek to be at Whittingham School.

Through our daily worship, we acknowledge the presence of God in our lives.

Through our learning environment, we provide space for everyone to flourish.

Through our broad and balanced curriculum, we aspire for each child to be the very best they can be.

At Whittingham, we are:

Kind



Caring for everyone's safety, happiness and well-being by treating others how we'd like to be treated ourselves.

Collaborative



Providing opportunities for all to be involved in the daily life of school; preparing learners to be active in the wider world and fostering a supportive relationship between school, home and church.

Courageous



Celebrating what makes each of us unique and special; equipping us to make healthy choices in all areas of our life; and empowering us to step out for justice.

Whittingham C of E Primary School

Equality Information and Objectives

Equality Information (Context) – Updated June 2025

Equality Objectives – 2025–2029 (Updated June 2025)

Introduction

At Whittingham C of E Primary School, we are committed to promoting equality, eliminating discrimination, and fostering good relations across our school community. This document outlines the equality information we are required to publish, in accordance with the Equality Act 2010 and the Public Sector Equality Duty (PSED). It also details the objectives we have set to advance equality and inclusion from 2022 to 2025.

Part One: Published Equality Information

School Context

Whittingham C of E Primary School is a small, rural school in the Alnwick Partnership, Northumberland. Our website outlines our vision for learning, our Christian values, and our aspirations for pupils to become resilient, respectful, and responsible global citizens.

We are committed to promoting British values and educating pupils about their rights and responsibilities in a pluralistic, inclusive society.

Pupil Demographics and Diversity

We hold data on the composition of our pupils by year group, ethnicity, gender, proficiency in English, SEND, and disability. This is available on request.

A small number of pupils speak English as an Additional Language (EAL).

Our school has very low ethnic diversity compared with national averages (34.8% in primary schools nationally, 4.7% in Northumberland).

We have fewer pupils eligible for Free School Meals (FSM) than the national average (22.5%).

Pupil Premium and Disadvantaged Pupils

We receive Pupil Premium and Forces Premium grants for eligible pupils. Where cohort sizes allow for anonymised reporting, we track these pupils as a discrete group. Funding is used to:

Provide academic support using evidence-based interventions.

Offer social and emotional support, including Thrive sessions.

Subsidise participation in residential, enrichment activities, school trips, music tuition, and swimming.

We prioritise equity for FSM-eligible pupils, recognising that financial disadvantage, while not a protected characteristic, intersects with others (e.g. SEND, ethnicity).

Teaching and Curriculum

We teach about diverse families, equal rights, respect, and inclusion as part of our PSHE and whole-school ethos.

We regularly audit displays, resources, and communication for bias and ensure materials reflect our inclusive values.

Our inclusive curriculum supports understanding of difference, pluralism, and the value of all identities.

Children are taught that all families are valid, and we are proactive in challenging discrimination, bias, or stereotypes.

Accessibility and SEND

Our building can be accessed by wheelchair and includes an accessible toilet.

Our SEND report and Local Offer are published on our website.

We consult families and pupils to remove barriers and make extracurricular activities inclusive.

As part of our accessibility plan, we continue to adapt activities, timings, and facilities (e.g. holding clubs at lunchtime) in response to community needs.

Behaviour, Safety, and Inclusion

There have been no racist incidents reported to the local authority in recent years. We maintain clear protocols for recording and reporting any discriminatory language or behaviour.

All staff and governors have completed Prevent training and understand the links between radicalisation, discrimination, and hate crime.

Our Pupil Voice includes pupils with diverse perspectives and encourages democratic, inclusive discussion.

Pupils report that they feel safe from all types of bullying, and our Anti-Bullying Policy is available on the website.

Staffing and Governance

The school follows fair and inclusive recruitment practices.

All staff are responsible for promoting equality in their daily work.

The governor with responsibility for SEND also oversees Equality, Diversity, and Inclusion (EDI).

Staff are supported through wellbeing initiatives, regular training, and open dialogue.

Consultation and Engagement

We regularly consult pupils through Pupil Voice and informal feedback mechanisms.

Parents are engaged through surveys, emails, and our website. We respond promptly to any concerns about inequality or discrimination.

We actively consult children and families when setting accessibility and equality objectives.

Part Two: Equality Objectives (2025–2029)

As required under the Public Sector Equality Duty, we have set the following measurable objectives to advance equality, eliminate discrimination, and foster good relations.

Objective 1: Monitor and Analyse Pupil Outcomes by Protected Characteristics

Focus: Advance equality of opportunity

We aim to identify trends and offer targeted support where disparities in outcomes are identified.

Actions:

Use data to identify gaps in achievement or wellbeing.

Use Thrive and other interventions to support emotional and social development.

Create nurturing spaces for interventions.

Provide enriching activities to promote cooperation, confidence, and self-esteem.

Expected Impact:

Children show improved resilience, engagement, and progress across the curriculum.

Objective 2: Support Mental and Physical Wellbeing of Pupils and Staff

Focus: Advance equality of opportunity

We are addressing the long-term impacts of the pandemic on learning and wellbeing.

Actions:

Continue to train staff in MECC (Making Every Contact Count).

Co-produce wellbeing initiatives with pupils.

Respond to pupil suggestions with meaningful changes (e.g. more reading time, improved playground equipment).

Support staff morale through a pleasant working environment and acts of kindness.

Expected Impact:

Greater emotional resilience, improved staff morale, and a school culture of kindness.

Objective 3: Improve Equity in Home Learning Engagement

Focus: Advance equality of opportunity

We aim to make homework meaningful and accessible for all families.

Actions:

Consult families about homework barriers and preferences.

Adapt homework expectations to better reflect pupil needs and circumstances.

Develop creative, family-friendly learning projects.

Expected Impact:

Increased pupil engagement and more equitable access to home learning.

Objective 4: Promote Attendance and Achievement in Vulnerable Groups

Focus: Advance equality of opportunity

We aim to improve attendance and achievement for children with SEND, FSM, and other vulnerabilities.

Actions:

Personalised communication with families.

Introduce a tiered letter system to open dialogue about attendance.

Update the Attendance Policy.

Flexible start times or support for parents with anxiety.

Gardening and wellbeing activities to build trust.

Expected Impact:

Improved attendance, increased achievement, and stronger family relationships.

Objective 5: Broaden Pupils' Understanding of a Diverse Society

Focus: Foster good relations

We aim to give pupils meaningful exposure to the cultural, ethnic, and religious diversity of modern Britain.

Actions:

Organise visits to diverse communities and cultural institutions.

Invite visitors representing a range of beliefs and backgrounds.

Use resources and schemes like No Outsiders to explore diversity and inclusion.

Integrate current affairs discussions into the curriculum.

Expected Impact:

Pupils develop greater empathy, awareness, and readiness for life in modern, multicultural Britain.

Review and Monitoring

Progress towards these objectives is reviewed annually.

The Equality Objectives will be updated June 2029 or sooner if required.

Related Policies and Documents may be:

Equality Policy

Accessibility Plan

SEND Information Report

Anti-Bullying Policy

PSHE Curriculum

Safeguarding and Child Protection Policy

For further information, or to request any of the data referenced in this report, please contact the school office or visit our website.

Whittingham C of E Primary School - Promoting Equality. Challenging Discrimination. Celebrating Diversity.