



Newhampton Church of England Schools Federation

Equality Objectives

Growing together in strength, love and wisdom, we shine.

**Newtown Church of England Primary School
Welshampton Church of England Primary School**

Approved: Summer Term 2025
Review: Summer Term 2029
newtowncofeprimary.co.uk

welshamptonceprimary.co.uk



Values and Vision

Growing together in strength, love and wisdom, we shine.

“Let your light shine” Matthew 5:16

‘Let your light shine’ encapsulates the Federation’s commitment to provide an enriching education which is deep and broad. Pupils will be equipped for life in all its fullness through our Christian values of strength, love and wisdom.

Learning will be a journey of fun and adventure, broadening the horizons of our pupils and inspiring them to be the best they can be. Within a nurturing environment, we will support our pupils to give them the strength to flourish as confident, resilient and independent members of society.

Christian character illuminates all aspects of school life, where everyone is understood and valued. At the heart of our safe and inclusive schools, pupils will be kind, patient and respectful - developing a love of one another, a love of learning and a love of life itself.

The aspirational curriculum will foster curious and creative thinkers, who will be encouraged to maximise every opportunity and be proud of their achievements. Pupils will find joy in seeking knowledge and learning new skills, as they grow together on their journey through childhood.

Our schools are forward-thinking and outward-looking. We will continuously improve and evolve together, in order to inspire pupils who leave our schools feeling excited and ready for the future.

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Introduction

The Equality Act 2010 requires the Newhampton Church of England Schools Federation (Federation) to publish specific and measurable equality objectives. The Federation's Equality Objectives are based on our analysis of data and other information. They focus on those areas where it has agreed to take action to improve equality and tackle disadvantage.

The Federation has set the following equality objectives for the four-year period from Summer 2025 until Summer 2029:

Objective 1

Aim	Action
To continue to promote understanding and respect for diversity and equality	Raise awareness of aims and objectives of policy by sharing with staff and the wider Community.
	Provide further staff training in all aspects of equality and diversity to support staff understanding and awareness.
	Introduce all aspects of statutory RSHE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home.

Objective 2

Aim	Action
Ensure that each school promotes role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability.	Identify opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc.
	Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity.
	Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity.
	Deliver a programme of assemblies, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.

Objective 3

Aim	Action
Ensure tolerance and respect towards individuals who identify with any of the protected characteristics.	Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc.
	Utilise assembly opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups.
	Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions. Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values.

Policy Monitoring and Review

Monitoring

The Executive Headteacher will monitor the outcomes and impact of this policy on a 4 yearly basis.

Review

Member of Staff Responsible	Executive Headteacher
Relevant Guidance/Advice/Legal Reference	The Equality Act 2010 The Equality Act 2010 (Specific Duties) Regulations 2011 DfE School Teachers' Pay and Conditions
Policy Adopted By	Governing Body
Consultation	
Date of Policy	Summer Term 2025
Review Period	4 Years
Date of Next Review	Summer Term 2029