



Broxbourne CE Primary School, EYFS & Extended Schools (Voluntary Aided)

Equality Statement & Objectives

Ratified by Governors	18th March 2025
Date for Review	March 2027
Signed Chair of Governors	

Broxbourne CE Primary School is a fully inclusive school that respects and promotes positive attitudes towards all people.

Equity, inclusion, representation and accessibility are at the heart of all we do as a Church school. It is important to us that we see and value 'the whole person' and help them love themselves and each other. We celebrate and appreciate differences including those of disability, race, gender, age, religion, sexual orientation and culture.

In our school, we encourage all in our community to **Dream, Believe and Achieve with God.**

It is important for us that every child, and every member of our school community, is given every opportunity possible to fulfil their potential, regardless of their background or circumstances.

We work to create an environment where all children, staff, families and the community feel included, valued and cared for as well as safe from harassment, victimisation or bullying. This is underpinned by the statement that begins our school promise:

'Everyone has the right to feel safe and the right to learn'.

Objectives

Following consultation with parents, governors, staff and children, the school has decided upon these key objectives to further improve our equalities provision:

To continue to ensure EDI (Equality/Equity, Diversity and Inclusion) and accessibility are prominent in school decision making: such as processes for recruitment and retention of staff; when creating written policies and in curriculum choices made

- to actively and deliberately consider bias and 'blindspots' when writing policies or making decisions
- to consult the EDI forum, when appropriate, for support and scrutiny
- to seek the advice of members of relevant groups when creating policy or making decisions where this expertise would be important
- to continue to read, listen and learn in order to recognise where improvements or changes can be made
- to consult with advisors from county, or other experts, when appropriate
- to ensure that job adverts; our school website and external information illustrates our commitment towards inclusivity, representation and accessibility
- to explore alternative avenues for aspects such as advertising job roles and sharing of information

Examples of policies where this may be especially useful include:

- Accessibility Plan
- School Uniform Policy
- PSHE & Sex and Relationship Education
- Behaviour Policy

- Exclusion Policy
- Admissions Policy

To work to grow community involvement in the EDI forum (a termly meeting held for members of the school community) and all inclusivity events

- to ensure all members of the school community know they are welcome to attend or contribute to every forum and all events
- to ensure all members of the school community feel that their views are welcomed, respected, appreciated and listen to
- to share information about EDI events (such as dates, times and agendas) in a timely and accessible manner to encourage attendance
- to share what has been discussed in each EDI forum, and the impact, in a timely and accessible manner
- to support and encourage local schools and providers from the Diocese and county in their EDI work and provision
- to continue to organise opportunities for children and families to learn about diversity, acceptance and inclusivity
- to continue to share information about, and raise awareness of, protected characteristics to increase understanding and acceptance

To ensure information, guidance and support are easily accessible for all families in relation to SEND, Mental and Physical Health

- to maintain high quality provision for children with SEND or mental or Physical Health need
- to host SEN coffee mornings/information sessions regularly
- to keep SEND and Mental Health pages on the school website updated, useful, relevant and easy to read
- to share information in the school newsletter about support and guidance available for families
- to ensure families of children with suspected SEND and/or Mental Health concerns are well supported and well informed about all options
- to work to increase understanding and acceptance of additional needs –for children and for the wider school community
- to embed the work of the SEND team
- to work closely with external providers to ensure the best possible outcomes for children

These objectives will be our focus for the 2-year period from April 2025-April 2027.