

# King Edwin Primary School



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## KEPS Diversity and Equality Actions (including child friendly version)

### Objective 1: Fostering Inclusive Understanding and Respect for Diversity, Including Our Village's Rich History and Global Partnerships.

**Goal:** To cultivate a school environment where all pupils, staff, and families feel valued, respected, and included, regardless of their ethnicity, cultural background, family structure, immigration status, regional heritage, or international connections, acknowledging the unique history of our ex-mining village and our participation in the UK-Ukraine School Partnerships programme.

#### Actions:

- Integrate the history of the village's mining industry and the subsequent internal migration (particularly from the North East) into the curriculum, alongside exploring the UK-Ukraine partnership
- Organise school-wide projects and events that celebrate the village's heritage, including oral history projects, exhibitions, and performances, and also events that celebrate Ukrainian culture and the partnership.
- Invite local historians, community members, and individuals with connections to Ukraine to share their stories and experiences with pupils.
- Develop resources that explore the cultural diversity brought to the village through internal migration, alongside more recent global migration, and the current UK-Ukraine partnership.
- Integrate the learning outcomes of the British Council project into the school curriculum, ensuring all pupils benefit from the cross-cultural exchange.
- Facilitate meaningful interactions and exchanges between pupils and teachers from King Edwin Primary and their partner school in Ukraine
- Implement a curriculum that actively celebrates diversity, including the contributions of different cultures, and addresses issues of prejudice and discrimination.
- Organise school wide opportunities that highlight diverse cultural celebrations and perspectives
- Develop and deliver training for staff on cultural sensitivity, unconscious bias, and strategies for supporting diverse learners.
- Enhance our school library with books that reflect the diversity of modern Britain and the wider world.
- Increase the amount of resources in school that show a range of family dynamics, including same sex parents, foster carers and special guardians.



## **Objective 2: Ensuring Equitable Access and Outcomes for All Pupils, Including Those with SEND, Recognising the Impact of Socioeconomic Factors, and Fostering Global Citizenship.**

**Goal:** To address any disparities in academic achievement and personal development for all pupils, particularly those with Special Educational Needs and Disabilities (SEND), while also acknowledging the potential impact of socioeconomic factors related to the village's industrial past and present, and promoting global citizenship through the UK-Ukraine partnership.

### **Actions:**

- Analyse pupil attainment data alongside socioeconomic indicators and consider the impact of global events on the school community.
- Provide improved targeted support and resources for pupils who may be experiencing socioeconomic disadvantage, including those with SEND, and those who may be impacted by global events.
- Use the UK-Ukraine partnership to promote empathy, understanding, and respect for different cultures and perspectives.
- Ensure that all pupils, including those with SEND, have the opportunity to participate in and benefit from the British Council project.
- Review and refine the school's SEND provision to ensure it is effective and inclusive, with a focus on early identification and intervention.
- Provide targeted support and resources for pupils with SEND to enable them to reach their full potential.
- Provide further training for all staff on how to adapt teaching and learning to meet the needs of pupils with SEND particularly in relation to our diversity and inclusion objectives

## **Objective 3: Strengthening Partnerships with Diverse Families, the Wider Community, and International Partners.**

**Goal:** To build strong and effective partnerships with all families, including those with deep roots in the village's mining history, those who have recently arrived, and our international partners in Ukraine, and to engage with the wider community to promote equality, inclusion, and global understanding.

### **Actions:**

- Establish a "Diversity, Equity, Inclusion and Belonging group" involving children across KEPS
- Establish a "Diversity, Equity, Inclusion and Belonging group" involving parents, community members, and representatives from the UK-Ukraine partnership.
- Organise intergenerational events that bring together pupils, parents, older residents, and other individuals to celebrate our diversity and promote community and international cohesion.
- Use the UK-Ukraine partnership to build relationships with families in Ukraine and share experiences and perspectives.
- Actively involve parents and the wider community in the British Council project, creating opportunities for them to learn about and engage with Ukrainian culture.



- Develop and implement strategies to improve communication and engagement with families from diverse backgrounds, including those who may face language barriers.
- Organise regular parent workshops and events that celebrate diversity and provide opportunities for families to share their experiences and perspectives.
- Establish links with local community organisations and groups that support diverse communities.
- Actively seek feedback from parents and pupils on the school's equality and inclusion practices.
- Ensure that school communications are accessible to all parents, including translations where necessary.

## KingEdwinners Child friendly version

### Our Goals for a Fair and Happy School (Diversity and Equality Leadership Team)

#### Goal 1: Celebrating Everyone and Learning About Our Village and the World!

**What it means:** We want everyone in our school to feel happy and included, regardless of where they come from, what their family is like, or what they believe. We also want to learn about our village's history and our friends in Ukraine

##### What we can do:

- Help plan special assemblies to celebrate different cultures and our village's mining history.
- Help create displays about different countries and families.
- Help our new friends from other countries feel welcome.
- Share stories and pictures with our partner school in Ukraine.
- Help make sure our library has books about all kinds of people.
- Help to teach other children about the history of our village, and the people who came to live here from other parts of the UK.

#### Goal 2: Making Sure Everyone Can Learn and Join In

**What it means:** We want to make sure everyone in our school gets the help they need to learn and have fun, especially if they have special needs or if things are hard for them at home. We also want to learn about Ukraine and other countries.

##### What we can do:

- Help think of ways to make school events and activities accessible to everyone.
- Help create posters about how we can be kind and helpful to our friends with special needs.
- Help to share information about our partner school in Ukraine, and help other children understand their culture.

#### Goal 3: Working Together with Everyone!

**What it means:** We want to work with all the grown-ups and children in our school and our friends in Ukraine to make our school a fair and happy place.



### What we can do:

- Help organise events where everyone can share their stories and learn from each other.
- Help create a "village history and global connections" board where people can share photos and stories.
- Help talk to other children and find out what they think about fairness and equality.
- Help to communicate with our partner school, and share information with our school community.
- Help to make sure that everyone feels that their voice is heard.
- Help to plan events that bring older members of our community into school, to share their memories of our village.

### Key things to remember:

We are a team, and we can make a difference

Everyone deserves to be treated fairly and with respect.

Learning about different cultures makes our school a better place.

We are part of a global community

