



Equality Statement and Objectives Policy for Pupils and Families

Netherhall Mead Academy

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Version	Date	Author	Summary of Changes:
1.0	07.10.2025	SN	Introduced specifically for pupils and families – NMA specific

Introduction

We are committed to promoting equality, diversity, and a strong sense of belonging for pupils and their families. We recognise the unique challenges faced by pupils with special educational needs and disabilities (SEND) and their families and do all we can to create a supportive and welcoming place where every child can shine, feel valued and experience success and personal growth.

Our Commitment

We aim to:

- Provide a safe, caring, and responsive learning environment for all pupils.
- Ensure pupils have equal access to high-quality education including enrichment activities and social opportunities tailored to their individual needs.
- Work in partnership with families to support the holistic development of their children.
- Celebrate diversity and promote understanding, respect, and empathy across the school community.

Our approach is guided by our core values:

- **Be Kind** – How we talk, listen and value each other.
- **Be Honest** – How we speak about our feelings.
- **Be Safe** – How we protect and nurture each other and our learning environment.
- **Be Brave** – How we address and solve problems.
- **Grow Together** – Making our school a place to shine.

Equality Objectives

Equality at our school means:

- Recognising and celebrating each pupil's individuality.
- Removing barriers to learning and participation.
- Providing tailored support and resources to meet each pupil's needs.
- Creating a safe, respectful, and nurturing environment for all.

Our commitment to achieving our equality objectives

We ensure all pupils receive appropriate support and encouragement, so they can meaningfully participate in the curriculum and wider school life

Providing an Accessible Curriculum and Learning Environment

- We adapt teaching strategies, resources, and learning spaces to meet the diverse needs of our pupils.
- We ensure that all pupils are able to participate meaningfully in the curriculum and wider school life, with appropriate support and encouragement.

- We promote a flexible approach to learning that recognises and celebrates individual progress.

Family Engagement and Support

- We build strong, trusting relationships with families through open communication and regular updates.
- We provide clear, accessible information and offer opportunities for families to be involved in decisions about their child's education, wellbeing and future.
- We listen to and value the perspectives of families, recognising them as key partners in their child's development.

Removing Barriers to Achievement

- We identify and address barriers that may affect the progress, wellbeing, or participation of pupils.
- We implement personalised support plans and monitor their effectiveness through regular reviews.
- We work collaboratively with external professionals and services to ensure pupils receive the support they need.

Promoting Respect and Understanding

- We create a culture of empathy, kindness, and belonging through assemblies, the curriculum, and whole-school events.
- We celebrate the strengths and achievements of our pupils, promoting positive attitudes towards difference.

Staff Development and Awareness

- We ensure all staff receive continuous professional learning including effective support strategies for our pupils.
- We encourage reflective practice and continuous improvement in how we support pupils.
- We promote a shared responsibility across the school for creating a welcoming and respectful environment.

Monitoring arrangements

Annual review

Legal and Ethical Foundations

This policy is guided by:

- The Equality Act 2010
- The Children and Families Act 2014
- The SEND Code of Practice (2015)
- The United Nations Convention on the Rights of the Child