

Introduction

Evergreen Primary Academy is deeply committed to advancing Diversity, Equity, Inclusion and Belonging (DEIB) throughout our school community.

Our approach is rooted in empathy, respect, and intentional representation. We ensure that the nine protected characteristics—age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation—are meaningfully acknowledged and embedded within our curriculum, teaching practices, and daily interactions.

Through this work, we aim to cultivate a school culture where every individual feels seen, heard and empowered to thrive—knowing they belong and are celebrated for who they are.

Commitment to Equalities Act

At Evergreen Primary Academy, we hold a steadfast commitment to delivering the principles outlined in the Equality Act 2010 through our curriculum. Our dedication to equality, diversity, and inclusion is not only a fundamental aspect of our educational approach but a core value that underpins our entire school community. We firmly believe in the inherent worth of every individual and are resolute in our mission to develop not just students but informed and compassionate EPA citizens who are equipped to engage with a diverse and interconnected world. Our curriculum serves as a vehicle for promoting understanding, respect, and the celebration of differences, ensuring that our students are well-prepared to thrive in an inclusive and equitable society.

DEIB work and success at our Academy

In pursuit of our commitment to equality and inclusion, Evergreen Primary Academy has embarked on a meaningful journey to raise awareness and understanding of diversity across our curriculum. Our approach is rooted in the belief that every child deserves to feel safe, respected, and cared for and that their identity and experiences should be reflected in their learning.

We are proud to serve a richly diverse community, encompassing a wide range of religions, races, cultures and backgrounds. This diversity is not only celebrated but actively embedded into our curriculum and wider school life. Our learning is representative of our community, and this has become a real success for us.

Evergreen Primary Academy DEIB Statement 2025-2026

Successes and implementation

-Curriculum enrichment: Carefully planned learning afternoons focus on themes such as identity, belonging, and global citizenship. These sessions allow pupils to explore different cultures, beliefs and perspectives in a respectful and engaging way.

-Trips and visits: Pupils regularly participate in educational visits to places of worship, museums, university and cultural centres. These experiences deepen their understanding of different faiths, histories and traditions.

-Community engagement: We work closely with community representatives and parents to ensure our curriculum reflects lived experiences. Visitors from various backgrounds are invited to share stories, lead workshops, and celebrate cultural events with our pupils.

-Special projects and workshops: Our school hosts themed weeks and workshops, such as Wellbeing Week, Refugee Week, and Neurodiversity Celebration Week. These events promote empathy, awareness and pride in individual identity.

-Inclusive opportunities: Pupils with SEND and those from diverse backgrounds are actively supported to access academic, sporting and creative opportunities. We ensure that enrichment activities are inclusive and adapted to meet all learners' needs.

Visual representation: Classrooms and shared spaces display inclusive resources, such as diverse books, posters, and learning materials that reflect a wide range of cultures, abilities, and family structures.

-Values-driven culture: Our school values—**safe, respectful and caring**—are consistently promoted through assemblies, PSHE lessons and restorative practices. These values underpin our approach to behaviour, relationships and wellbeing.

While we celebrate the progress we've made, we recognise that inclusion is an ongoing journey. We remain committed to listening, learning, and evolving our practice to ensure every child feels seen, heard and valued. Our goal is to continue building an educational environment where diversity is embraced, equity is prioritised, and belonging is felt by all.

Evergreen Primary Academy DEIB Statement 2025-2026

Objective/Actions for 2025-2026

At Evergreen Primary Academy, we are dedicated to building a school community where every child feels a genuine sense of belonging. Our commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) is woven into the fabric of our daily practice, shaping how we teach, support and connect with one another. We believe that by embracing differences, removing barriers, and amplifying every voice, we can create a learning environment that is not only inclusive but truly empowering. The objectives outlined below reflect our shared vision for a school where every pupil, family and staff member is respected, supported, and celebrated.

-Champion diversity and inclusion

Build a school culture where differences are celebrated and everyone—students, staff, and families—feels welcomed, respected and actively included.

-Promote awareness and understanding

Provide opportunities for all members of our school community to learn about diverse cultures, abilities, and perspectives, fostering empathy and mutual respect.

-Ensure equitable and accessible learning

Design teaching approaches and resources that are inclusive and adaptable, meeting the needs of all learners and supporting staff in delivering accessible education.

-Cultivate empathy and respect

Encourage acts of kindness, collaboration, and community involvement to strengthen relationships and promote a respectful, caring environment for all.

-Elevate every voice

Create safe and supportive spaces where students and staff can share their experiences, ideas and concerns—ensuring every voice is heard and valued.

-Invest in staff development

Provide ongoing training and support for staff on DEIB principles, equipping them to meet the diverse needs of our school community with confidence and compassion.

-Engage and empower families

Work in partnership with families to support DEIB initiatives, creating a united and inclusive network that enhances the wellbeing and learning of every child.

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-Track progress and drive improvement

Establish clear measures to evaluate the impact of DEIB efforts across the school, enabling continuous reflection, growth and meaningful change.

How will this be achieved and by who?

Our commitment to achieving these objectives is resolute. We will create meaningful learning opportunities through our dedicated DEIB learning afternoons and by embedding inclusive content throughout our curriculum. To ensure the success of these initiatives, our DEIB lead—who also serves as a senior leader focused on raising attainment—will oversee and champion this work. Their dual role highlights the importance we place on diversity, equity, inclusion, and belonging as integral to educational excellence. Furthermore, we deeply value the support of our colleagues across the trust, whose expertise and collaboration will play a vital role in our ongoing journey toward building a truly inclusive and equitable educational environment.

Closing Statement

In embracing these ambitious goals and unwavering commitment to diversity, equality, inclusion and belonging, Evergreen Primary Academy aspires to not only educate but to inspire. We believe that by nurturing understanding, empathy, and respect for all individuals, we are not just shaping students but cultivating compassionate and empathetic citizens of the world. Our journey toward greater awareness and inclusion is driven by the belief that together, we can foster a brighter and more equitable future for all. As we forge ahead, we invite our entire school community to join us in this transformative endeavor, where every voice is heard, and every person is valued.