Evergreen Primary Academy DEIB Statement 2026-2027

Introduction

At Evergreen Primary Academy, we believe that every child, family member, staff member and visitor should feel valued, respected and a true sense of belonging within our school community. Diversity, Equity, Inclusion and Belonging (DEIB) are fundamental to who we are and underpin our commitment to ensuring every individual can thrive.

Guided by our core values of being **safe, respectful and caring**, we celebrate the richness of our community and recognise that every person brings unique experiences, perspectives and strengths. We are committed to fostering a culture where differences are understood, respected and championed, and where barriers to success are identified and removed.
Our approach reflects the principles of the Equality Act 2010 and promotes respect for all protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
Through an inclusive curriculum, positive relationships and high expectations, we aim to ensure that every member of our school community feels seen, heard and valued.

Commitment to Equalities Act

At Evergreen Primary Academy, equality is at the heart of our vision for educational excellence. We are committed to providing an environment where every child has the opportunity to achieve their full potential, regardless of their background, identity or starting point.
We recognise that equity involves more than treating everyone the same. It means understanding individual needs, removing barriers to participation and ensuring that support is available so all pupils can succeed academically, socially and emotionally.
Our curriculum, policies and practices are designed to:

- Promote equality of opportunity.
- Advance understanding and respect between different groups.
- Challenge discrimination, prejudice and stereotypes.
- Celebrate diversity within our school, local community and wider world.
- Foster a strong sense of belonging for every child and family.

Through these commitments, we prepare our pupils to become compassionate, respectful and responsible citizens who are ready to contribute positively to modern Britain and an increasingly diverse society.

DEIB work and success at our Academy

We are proud of the inclusive culture we have developed and continue to strengthen. Our diverse school community is reflected throughout our curriculum, environment and wider opportunities.

Curriculum and Learning

Our curriculum is carefully designed to represent diverse voices, experiences and perspectives. Through dedicated learning opportunities, pupils explore themes such as identity, belonging, fairness, equality and global citizenship. We ensure that children encounter a wide range of cultures, histories, achievements and role models throughout their learning journey.

Educational Visits and Experiences

Pupils are provided with rich experiences that broaden their understanding of the world around them. Through our learning beyond the classroom strategy, children use the outdoors to enhance learning. Visits to places of worship, museums, universities and community organisations help children develop knowledge, respect and appreciation of different cultures, beliefs and experiences.

Community Partnership

We value the contributions of our families and wider community. Working together allows us to create a curriculum and school experience that reflects the lived experiences of those we serve. Visitors, guest speakers and community groups help enrich learning and strengthen children's understanding of diversity.

Wellbeing and Inclusion

As a Trauma-Informed School, we recognise the importance of relationships, emotional wellbeing and belonging. We are committed to creating an environment where every child feels safe, supported and able to be themselves.

Children with SEND, vulnerable learners and pupils from all backgrounds are supported to access the full range of academic, sporting, leadership and enrichment opportunities available within the academy.

Representation Matters

Our classrooms, library, displays and learning resources are intentionally inclusive and representative of the world in which our children live. We carefully select books, resources and learning materials that reflect a wide range of cultures, abilities, identities and family experiences.

A Values-Led Culture

Our values of **Safe, Respectful and Caring** are embedded throughout school life. Through

assemblies, PSHE, restorative approaches and daily interactions, we promote kindness, empathy, understanding and respect for all.

While we are proud of the progress we have made, we recognise that inclusion is an ongoing journey. We remain committed to listening, learning and continuously developing our practice to ensure every member of our community experiences a genuine sense of belonging.

Objective/Actions for 2026-2027

During the 2026–2027 academic year, Evergreen Primary Academy will focus on:

1. Strengthening Belonging

Further develop a culture where every member of the school community feels welcomed, included and valued particularly those who are new to our school community.

2. Enhancing Curriculum Representation

Continue to review and develop our curriculum to ensure diverse voices, experiences and perspectives are authentically represented.

3. Promoting Equity and Opportunity

Identify and remove barriers that may prevent pupils from fully participating and succeeding in school life.

4. Amplifying Pupil Voice

Provide meaningful opportunities for pupils to share their views, influence decision-making and contribute to school improvement.

5. Supporting Wellbeing Through Inclusion

Embed trauma-informed and relational approaches that support emotional wellbeing, resilience and positive relationships.

6. Developing Staff Expertise

Continue high-quality professional learning focused on equality, inclusion, belonging and adaptive teaching.

7. Deepening Family and Community Engagement

Strengthen partnerships with families and community organisations to ensure all voices are represented and valued.

8. Evaluating Impact

Monitor and evaluate the effectiveness of DEIB initiatives to drive continuous improvement and ensure positive outcomes for all pupils.

Leadership and accountability

DEIB is a strategic priority at Evergreen Primary Academy. School leaders, governors and staff share responsibility for promoting an inclusive culture and ensuring equality of opportunity. The DEIB Lead will work alongside senior leaders, trust colleagues and stakeholders to monitor progress, evaluate impact and drive further development. Through regular review and reflection, we will continue to strengthen our inclusive practices and ensure that DEIB remains embedded across all aspects of school life

Closing statement

At Evergreen Primary Academy, we believe that every child deserves to feel that they belong,

that their voice matters and that their individuality is valued.
By embracing diversity, promoting equity and creating inclusive opportunities, we prepare our pupils to become compassionate, confident and responsible citizens. Together, we will continue to build a school community where everyone feels safe, respected, cared for and empowered to succeed.

Evergreen Primary Academy DEIB Statement 2025-2026

Evergreen Primary Academy DEIB Statement 2025-2026

Evergreen Primary Academy DEIB Statement 2025-2026