

Evergreen Primary Academy EDI Statement 2024-25



Introduction

Evergreen Primary Academy is firmly dedicated to fostering Equality, Diversity, and Inclusion (EDI) within our primary school. We are committed to providing a wide range of learning opportunities across our curriculum, including dedicated EDI learning afternoons and assemblies. Our approach to teaching EDI is marked by sensitivity and respect, ensuring that we honor and acknowledge the nine protected characteristics, such as age, gender, and disability, fostering a school environment that values diversity and promotes inclusion for all our learners.

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.

EDI work and success at our Academy

In pursuit of our commitment to equality and inclusion, Evergreen Primary Academy has embarked on a journey to raise awareness and understanding of various aspects of diversity within our curriculum. Specifically, we have placed a significant focus on fostering awareness and respect for the LGBTQ+ community, individuals with disabilities, and the importance of gender equality. Our approach includes meticulously planned learning afternoons and a continuous effort to ensure that our curriculum encompasses a broad and inclusive range of perspectives. While we acknowledge the progress we have made, we also recognize that there is more work to be done. We view this as an ongoing journey, and we are dedicated to further enhancing our efforts to create an inclusive and equitable educational environment for all members of our school community. We are proud to serve a diverse community, including a range of religions and races. We ensure that our learning throughout our curriculum is representative of our community. This is a real success for us.

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Objective/Actions for 2024-25

Our primary objectives at Evergreen Primary Academy are centered around creating an educational environment where EVERYONE feels valued and supported.

1. Promote Inclusivity: Create a school culture that celebrates diversity and encourages participation from all students, regardless of their background.
2. Enhance Awareness: Educate students about different cultures, abilities, and perspectives to foster understanding and respect among peers.
3. Accessible Learning: Ensure that teaching materials and methods are accessible to all students, including those with different learning needs and disabilities.
4. Build Empathy and Respect: Encourage students to practice empathy, kindness, and respect through collaborative activities and community service.
5. Empower Voice: Provide opportunities for all students to express their opinions and experiences, ensuring that every voice is heard and valued.
6. Training for Staff: Provide training for teachers and staff on EDI principles and practices to better support diverse student populations.
7. Engage Families: Involve families in EDI initiatives to create a supportive community around students and enhance their learning experiences.
8. Monitor Progress: Establish metrics to assess the effectiveness of EDI initiatives, allowing for continuous improvement and adaptation.

By focusing on these objectives, we believe we can create a more equitable and inclusive learning environment for all students.

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 EDI learning afternoons and by embedding inclusive content within our curriculum. To ensure the success of these initiatives, our EDI lead, who is also a senior leader responsible for raising attainment, will oversee and

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champion these efforts. Their dual role underscores the significance we place on equality and inclusion in relation to educational excellence. Additionally, we recognise the invaluable support of our colleagues across the trust, whose expertise and collaboration will undoubtedly contribute to our ongoing journey towards creating an inclusive and equitable educational environment.

Closing Statement

In embracing these ambitious goals and unwavering commitment to equality, diversity, and inclusion, 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.