

Lancashire

We Learn Together

lancashire.gov.uk





[Click here to view video](#)

Our vision

Our vision is for Lancashire to be the best place in the UK for children and young people to grow up in, to thrive from early years into adulthood. Our Lancashire Children and Young People's Plan 2024-2028 sets out the county council's vision and priorities to ensure that children and young people are safe, healthy, happy, develop skills for life and are active citizens who feel they have a voice and influence. We want Lancashire to be an inclusive and welcoming place where children live in loving and nurturing families.

Lancashire is home to 287,989 children and young people aged 0-19, representing 23% of the population. It is a diverse county, in terms of its geography, ethnicities and industries and has always adapted with the times. This means schools across Lancashire are diverse and are constantly adjusting to meet the unique needs of their pupils and the varied communities they serve. This diversity encourages an environment where

innovative and inclusive practices can thrive, helping students to receive the support and opportunities they need to succeed.

We know many schools in Lancashire implement creative and inclusive strategies to cater to their students' diverse needs. From tailored learning plans to community engagement projects, we hear about Lancashire schools who are committed to providing an inclusive education for all.

The 'Lancashire - We Learn Together' film aims to share and celebrate the inclusive practices found in many Lancashire schools. While it highlights just a few examples, it represents a broader commitment to inclusivity and innovation. These schools not only showcase the hard work and care of school staff but also inspire other schools to share their good practice and reflect on any improvements they could make.





Did you know?

In Lancashire schools in 2024, there are:

- **172** languages spoken by children and young people.
- **25,321** children and young people who have English as an Additional Language (EAL)
- **82** different ethnicities represented amongst children and young people who have English as an Additional Language (EAL)
- **1,102** refugee children.

The top ten Languages spoken in Lancashire Schools (not including English) are:

- | | | | | |
|-----------|------------|-------------|-----------|-------------|
| • Urdu | • Polish | • Malayalam | • Bengali | • Romanian |
| • Panjabi | • Gujarati | • Arabic | • Pashto | • Bulgarian |

How can we go further in our commitment to inclusivity?

We Learn Together Self-Assessment

This self-assessment tool can be used to reflect on your current inclusive practice and to identify areas you want to focus on for development within your community. You can also find resources later in this toolkit to support your work in each area.

Focus	Self-assessment questions	RAG rating
Welcoming a diverse school community	• How do we ensure we operate an inclusive admissions policy including the in-year admissions process? • Is the application process accessible and fair to all? • How is the school environment welcoming and representative of all groups? • Does induction ensure it meets the needs of preparing and welcoming all pupils? • How are pupils arriving at non-typical transition points (including international new arrivals) inducted and welcomed into school?	
Leading Equality within School	• Do we have a named Equality Coordinator and an Equality Governor in school to ensure the school meets its legal duty under the Equality Act? • Do all staff have due regard for equalities in all areas of school life for all protected characteristics? • Do we consider barriers for other groups of children and young people beyond groups with protected characteristics? For example, any groups impacted by trauma? • How do we make sure the curriculum supports the needs of all pupils? • Do we take any positive action to remove disadvantage for certain groups? What opportunities have we taken advantage of to become a more inclusive school? • How are our children challenged and supported to achieve their potential? Including those with SEN and EAL?	
Strengthening equality and cohesion in your school community	• What actions take place in school to foster good relations and build empathy between different groups?	
Challenging the use of discriminatory language or other discriminatory behaviour	• Are prejudiced-based incidents appropriately challenged in the moment? And followed up appropriately? • Are any prejudiced-based incidents tracked and patterns analysed and reported to governors? • Is the curriculum adapted in response to any patterns?	
School as part of the wider community	• How does school prepare pupils for life as part of wider society beyond school? • Are wider social issues, including racism, sexism, and economic injustice, addressed explicitly as part of the curriculum? • Do our pupils have opportunities to think about how they can improve the world around them? And put this into action?	



We Learn Together - Resources and Support

The Education Improvement – Equality and Diversity Team at Lancashire County Council is here to collaboratively empower Lancashire pupils, particularly those with diverse backgrounds and characteristics, to realize their full potential and flourish in education through inclusive partnerships with schools, families, and various agencies, fostering a culture of equality, cohesion, improvement, and diversity. You can contact the team on equalityanddiversity@lancashire.gov.uk and find more about what we do here:

[Education Improvement - Equality and Diversity Team - Lancashire Professional Development Service](#) Our Team can also support with accessing the following programmes:

Lancashire Equality and Inclusion Mark

To further explore school development for equality and inclusivity, you may find the [Lancashire Equality and Inclusion Mark](#) is a useful process and toolkit to support your school. It is a great way for schools to champion equality across six key areas including race, disability and religion.

Your school earns badges for each one, and when you achieve all six, you'll earn the Mark – a real badge of honour for inclusion! It's flexible too, so you can focus on what matters most to your school and get plenty of support along the way, including through our termly [Equality and Inclusion Network Meetings](#). These networks are an opportunity for schools of all type and key stages to share great ideas and practice for promoting equality and inclusion.

School of Sanctuary Award

Becoming a [Lancashire School of Sanctuary](#) means creating a safe, welcoming space for everyone, especially those seeking refuge. It's about embracing asylum-seeking and refugee families, fostering a culture of inclusivity, and helping your community understand the journey of those seeking sanctuary. The process involves learning about sanctuary seekers, taking action to embed inclusivity, and proudly sharing your achievements. Support is available through a starter pack, regular meetings, and access to a network of schools going for the award too.



The Compassion Project

The Compassion Project, delivered by Lancashire Refugee Integration Team is a workshop, which can be delivered in primary and secondary schools, exploring the experiences of refugees and people seeking asylum as well as looking at terminology, facts and information. The workshop is delivered by colleagues with lived-experience of resettlement, who are happy to share their experiences and answer questions from students and teachers. Bookings can be made by emailing LRIT@lancashire.gov.uk

Lancashire Schools Linking Project - “All Together Now”

The [Lancashire Schools Linking Project, “All Together Now”](#), connects pupils from different schools to explore identity, celebrate diversity, and promote community cohesion. It’s a year-long, curriculum rich initiative with programmes appropriate for all key stages. Through shared activities, discussions and meetups, students learn about themselves and others in meaningful ways. Teachers get full training and resources, and subject links making it easy to integrate into the curriculum. With a small fee, this programme offers schools a chance to broaden horizons and create enduring, positive connections.

The Lancashire Lions Programme

[The Lancashire Lions Programme](#) is an anti-prejudice programme which treats all prejudiced behaviour and language the same. The programme is suitable for primary or secondary settings and aims to create a Pride of Lions – a team of students who have been taught and empowered to redirect and disrupt prejudice and hate speech within your school. These incidents rarely take place when staff are present, so having a team of young people who feel skilled and empowered to intervene when it is safe to do so is invaluable to any school. Of course all of these new skills and

approaches are really useful for your Pride of Lions in reducing instances of bullying and prejudice that might occur across your school, but the conflict resolution, de-escalation and mindfulness skills that they will learn are also super-useful skills for students in their wider lives and in their future careers once they leave your school.

We Are Community

The [We Are Community](#) priority enables schools to showcase the vibrant connections between Lancashire schools and their communities. As featured in a living scrapbook, schools share their efforts in fostering lifelong learning and community engagement, offering inspiration for others. We are Community includes a pledge for schools which emphasises collaboration with local partners, building relationships within school and beyond, encouraging mutual respect and an understanding of diverse cultures, and preparing children for life in modern Britain.

Network Meetings

The [EAL coordinators network meetings](#) offer a valuable space (in person or virtual) for sharing best practice and resources to support pupils with English as an Additional Language. These sessions provide practical strategies and update to help schools create inclusive environments where multilingual learners can thrive.

Similarly, the [Gypsy, Roma and Traveller](#) (GRT) network meetings focus on fostering understanding and inclusion for these communities. Schools can exchange ideas, access tailored resources, and explore effective ways to engage with GRT pupils and their families, ensuring they feel valued and supported in education.



ELLIE and CELLIE

The [East Lancashire Learning and Information Exchange \(ELLIE\)](#) and [Central Lancashire Learning and Information Exchange \(CELLIE\)](#) are community hubs dedicated to assisting families new to the country/local area with school admissions. They provide guidance on school applications, appeals, Free School Meals, and transport. Additionally, they offer school readiness classes for children

awaiting a school place and collaborate with adult learning providers to support family education. Operating during term time, ELLIE is located at Barden Campus in Burnley and is open from 9am-1pm; CELLIE is based at Stoneygate Nursery in Preston from 10am-2pm. We also operate satellite services in Nelson (Tuesdays 9am-4pm) and Accrington (Wednesdays 9.30am-12pm)





This support is also shaped here to be used alongside the self-assessment tool, so you can build on your commitment to inclusivity.

Focus	Ideas
Welcoming a diverse school community	• Explore becoming a Lancashire School of Sanctuary and build on your commitment to welcoming children who have resettled in Lancashire. • Consider using the Induction Pack for Pupils New to English
Leading equality within school	• Explore working towards the Lancashire Equality and Inclusion Mark - Lancashire Professional Development Service • Build understanding and empathy for children across your school community who have experience displacement as a refugee or asylum seeker by booking The Compassion Project workshop. • Join us for our EAL coordinators network meetings; a space for sharing best practice and resources to support pupils with English as an Additional Language. • Join us for our Gypsy, Roma and Traveller (GRT) network meetings which focus on fostering understanding and inclusion for these communities.
Strengthening equality and cohesion in your school community	• Get involved in the Lancashire Schools Linking Project, "All Together Now"
Challenging the use of discriminatory language	• Consider asking for the Equality and Diversity for advice for your process for addressing prejudiced-based behaviour. • Join The Lancashire Lions Programme and build a Pride of Lions in your school trained to redirect and disrupt prejudice and hate speech within your school.
School as part of the wider community	• Contribute to our We Are Community scrapbook and showcase the ways that your school supports the local community. • Get involved in the Lancashire Schools Linking Project, "All Together Now" and link with another school or consider intergenerational linking.

This document was produced by the [Education Improvement - Equality and Diversity Team - Lancashire Professional Development Service](#).

December 2024

Lancashire

We Learn Together

