



Equality Objectives for Cuddington Primary School 2023 – 2026

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Cuddington Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our Trust and within our wider communities
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

What will we do?	Actions
Embed representation of all protected characteristics within all areas of our curriculum and extended curriculum, ensuring positive experiences for all children.	<ul style="list-style-type: none"> • Personal Development (PD) lead to plot out new curriculum for children, ensuring representation opportunities; • Curriculum lead to lead training for all staff through PDM's to ensure staff are aware of responsibilities in relation to Equalities Act, and further to support staff in their conversations/teaching with children; • Explore opportunities to promote equity of protected characteristics – Pride Month, Black History Month, and further ensure this learning is taken through the whole year; • Ensure delivery of the 'Coram Life' and No Outsiders curriculum across whole school.
Ensure policies and procedures within school promote equity and celebrate diversity within our school community.	<ul style="list-style-type: none"> • SLT to consider ways to make our recruitment process more equitable for all protected characteristics; • SLT to ensure all data gathering is equitable and promotes a celebration of diversity; • PD Lead to embed the use of equity and diversity statements within each curriculum area,

	ensuring opportunities to teach and explore diversity are taken and valued.
Ensure the dialogue of diversity and equity which happens in school is shared and promoted within the homes of our families. Ensure all families are aware of the learning their children have regarding diversity.	<ul style="list-style-type: none"> • PD lead to monitor use of PD books and Twitter as a way of promoting work already undertaken in school; • Explore ways to embed a wider variety of visitors in to school in meaningful contexts, and ways for children to be immersed in multi-cultural environments through visits and excursions; • Ensure this is explicitly planned for and follows intended curriculum design.
Professional Development Meetings (PDMs) will reflect training in this area each term.	<ul style="list-style-type: none"> • PDMs will have been recorded and distributed to staff and Governors.
SRE leaders and senior leaders will work together to secure a curriculum that is compliant with the DfE expectations in SRE.	<ul style="list-style-type: none"> • Attendance and planned delivery to staff and governors.
Work with schools in the trust to develop continued good practice.	<ul style="list-style-type: none"> • School Personal Development leads will have had the opportunity to visit schools and share improved practices and ideas to explore with Cuddington pupils.

The Leadership Team and Local Governors will review the progress we are making to meet our equality objectives with regard to the protected groups (age, sex, sexual orientation, race, colour, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or marital/civil partnership status, gender reassignment, pregnancy or maternity) under the Equality Act (2010).

Progress will be reviewed annually – this will be through Pupil Progress Meetings, regular school and Trust reviews and will be an annual agenda item with local governors.