



## Dame Elizabeth Cadbury School Equality objectives 2023-27

The Public Sector Equality Duty (PSED) expects schools to pay due regard when making decisions that affect pupils and staff with protected characteristics. As stated in the 2010 Equality Act, these are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Specifically, schools must pay due regard to the need to

- a. **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b. **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- c. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Matrix Academy Trust's mission is 'Education Without Exception'. Equality is at heart of everything we do. While every school shares this overarching ethos, each school identifies its own objectives based on an incisive knowledge of their context and the specific needs of their pupils and staff.

### Objective 1

The school is visually represented as a diverse community. Student leadership roles reflect the Dame Elizabeth Cadbury community with regard to disability, race, religion, belief, sex and sexual orientation. Staff with protected characteristics are supported to identify barriers to progression and enabled to overcome these. An area we would like to further improve is pupils with SEND participating in extracurricular activities as regularly as their non-SEND peers.

To this end, our SENDCo will discuss our extracurricular offer in all SEND review meetings. Our Heads of House will discuss our extracurricular offer in all SEND pastoral meetings. Form tutors will promote extracurricular opportunities and help identify any barriers to participation. We will continue to use diverse visuals on school websites, in recruitment materials, in school displays because 'You can't be what you can't see'. Participation will be closely monitored and used to inform further actions.

### Objective 2

Respect is one of our four values and audits demonstrate that equality and diversity are embedded across the curriculum, not only in Personal Development. Pupil voice reflects that the majority of our pupils are understanding of diversity and value difference. However, we recognise that there will always be more to do to foster good relations and we would like to take additional opportunities to do so, particularly through promotion of national and international awareness raising events.

To this end, we will audit the curriculum yearly to ensure that equality and diversity run as a thread throughout. The curriculum work will be supplemented by events, assemblies, form time and extracurricular activities celebrating diversity. These will include (but will not be limited to): World Mental Health Day, Black History Month, International Human Rights Day, LGBTQ+ History Month, International Women's Day, Neurodiversity Celebration Week, World Autism Awareness Day, Eid and Pride Month.