



**Dame Elizabeth  
Cadbury School**  
'Strive for Excellence'

## **Dame Elizabeth Cadbury School Equality Objectives 2023-2027**

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.

Our equality objectives are regularly reviewed throughout the academic year. Progress has been made in the following key areas in relation to Objective 1:

- Student leadership roles continue to reflect the Dame Elizabeth Cadbury community with regard to protected characteristics.
- Staff voice demonstrates that support for staff with protected characteristics to identify barriers and overcome them remains high.
- Relevant staff have continued to promote our extracurricular offer in all meetings with SEND pupils.
- We offered an additional four Year 6 SEND transition days in June, supported by our Mental Health Ambassadors. We were able to promote our extracurricular opportunities and identify any barriers to participation before pupils started with us in September.

- We continue to use diverse visuals in our school displays and recruitment materials.

Further development is required to continue to increase opportunities and participation in extracurricular activities for all pupils, with a continued targeted focus on SEND pupils. Participation of SEND pupils in extra-curricular activities will be monitored more closely from September and any gaps addressed.

## **Objective 2**

Respectful to all and Everyone is equal are two of our six 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.

Progress has been made in the following key areas in relation to Objective 2:

- Our new STRIVE values, which were developed in the summer term, highlight the importance of equality and diversity.
- Pupil voice and our behaviour data demonstrate that the majority of pupils are understanding of diversity and value difference.
- Our assembly and form time programme and our canteen, through themed menus, celebrated diversity across many key national and international days.
- To celebrate International Women's Day (IWD), departments planned a starter activity for their lessons in March, which focused on female role models linked to their subject areas. The theme of IWD this year was 'Inspire Inclusion'. We also interviewed our dance teacher, who had participated in the Dance World Cup, and featured it in the newsletter. PE also did a write up for the newsletter of girls at Dame Elizabeth Cadbury that currently participate in sport, in hopes of inspiring others.
- For Mental Health Awareness Week, a parent of one of our Year 10 pupils came to talk about her career journey in mental health nursing and the routes available to young people and we also had assemblies for Years 7-9 delivered by Kooth.
- 6<sup>th</sup> form pupils organised and participated in a charity 5km walk and raised £565 for the National Autistic Society as part of World Autism Acceptance Week 2024.
- We celebrated School Diversity Week and Pride month in June with whole school assemblies.

Our STRIVE values will continue to be embedded across the curriculum for September. From September, we will use our student leaders more regularly to support our celebration of key national and international days. Our curriculum will be audited by our new lead for PSHE and Personal Development - Citizenship, RHSE, equality and diversity.