

Equality Objectives

	<i>% PP</i>	<i>% EAL</i>	<i>% SEN</i>	<i>% Female</i>	<i>% Male</i>
<i>2025</i>	<i>20%</i>	<i>12%</i>	<i>10%</i>	<i>46%</i>	<i>54%</i>

At Chuter Ede Primary School we focus on the wellbeing and progress of every child and every member of our school community (staff, parents/carers/guardians and visitors) and recognise that each person is of equal worth and our Equality and Diversity Policy reflects how our school meets the duties as set out in the Equality Act 2010:

- Eliminating discrimination*
- Fostering good relationships*
- Advancing equality of opportunity*

Protected Characteristics

We will not discriminate against, harass or victimise and pupil, prospective pupil, or other member of the school community because of their:

- 1. **Age:** Protects individuals of all ages from discrimination based on their age or age group.*
- 2. **Disability:** Protects individuals with physical or mental impairments that have a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.*
- 3. **Gender Reassignment:** Protects individuals who are undergoing, have undergone, or are proposing to undergo a process for reassigning their sex.*
- 4. **Marriage and Civil Partnership:** Protects individuals who are married or in a civil partnership from discrimination.*
- 5. **Pregnancy and Maternity:** Protects women from discrimination during pregnancy and maternity leave, including the period after giving birth.*
- 6. **Race:** Protects individuals from discrimination based on their race, color, nationality, or ethnic or national origin.*
- 7. **Religion or Belief:** Protects individuals from discrimination based on their religion or belief, including a lack of religion or belief.*
- 8. **Sex:** Protects individuals from discrimination based on their sex, ensuring equal treatment for both men and women.*

9. **Sexual Orientation:** Protects individuals from discrimination based on their sexual orientation, including heterosexual, homosexual, and bisexual orientations.

In the last two years, the number of children with English as an additional language has nearly doubled. The school community has grown from 10 different languages to 18. With this in consideration, our objectives for 2025-2027 are:

Objective 1: To ensure that the School values and Ethos underpin all aspects of school life to ensure pupils are equitable, inclusive, aspirational and kind while knowing how to keep themselves safe.

Objective 2: To develop a reading spine which reflects the changing school community

Objective 3: To access whole staff training from Notts CC on the AREP programme and materials and embed this in every year group.