

Equality Objectives 2026-2029

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimization and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

Equality in Action - *Together*

At our school, equality is lived **together**, every day. We work collectively to create a safe, welcoming and inclusive environment where every child feels valued, respected and able to thrive.

Through our curriculum and wider school life, we ensure that the diverse world our pupils live in is positively represented, so that all children can see themselves reflected and celebrated. We challenge discrimination, stereotypes and exclusion, and teach children to respect difference, show kindness and take responsibility for one another.

We work **together** to remove barriers to learning and participation, recognising that fairness means providing the right support at the right time. By supporting pupils who may face additional challenges, we ensure that all children can access the full curriculum and wider opportunities.

In partnership **together** with families and our wider community, we celebrate the cultural diversity that enriches our school. Through consistent and reflective practice, we build a strong sense of belonging and prepare our children to grow into confident, compassionate and respectful members of society.

Objective 1: Strengthen Inclusive Representation and Curriculum Diversity

Purpose

To ensure that all pupils see themselves positively reflected in the curriculum and wider school life, with respect for all protected characteristics, including race, religion or belief, disability, sex, sexual orientation, gender reassignment, age, pregnancy and maternity, and marriage or civil partnership.

Why This Matters

- There is a renewed national focus on ensuring that school curricula reflect the diversity of modern Britain, so that pupils from all backgrounds feel included, valued and represented.

- A broad and inclusive curriculum promotes a strong sense of belonging and helps to challenge bias, stereotypes and exclusion.

How We Will Know This Is Successful

- Curriculum maps demonstrate diverse and meaningful representation across subjects and year groups.
- Pupil voice evidence shows that pupils feel valued, respected and understood.

Objective 2: Advance Access and Participation for All Learners

Purpose

To remove barriers to participation, learning and achievement for pupils with additional needs or intersecting vulnerabilities, including pupils with SEND, EAL, those eligible for FSM, and care-experienced pupils.

Why This Matters

- National research highlights that intersectional disadvantage is linked to lower attainment and wellbeing unless proactively addressed through targeted and inclusive provision.
- Lutley's commitment to inclusive practice must continue to ensure all pupils can access the full curriculum, enrichment opportunities and wider school life.

How We Will Know This Is Successful

- Reduced gaps in participation, attainment and wellbeing between identified pupil groups.
- Positive feedback from families and favourable outcomes from external evaluations and reviews.

Objective 3: Deepen Community Engagement and Celebrate Cultural Diversity

Purpose

To strengthen meaningful partnerships between the school, families and the wider community, and to actively celebrate the cultural diversity that enriches school life, ensuring all members of the community feel valued, represented and connected.

Why This Matters

- Community relationships support pupil wellbeing, belonging and achievement, particularly within diverse communities.
- National guidance emphasises the importance of recognising and celebrating cultural identity as part of inclusive and equitable practice.
- Lutley's community provides rich opportunities to enhance learning, mutual understanding and respect through shared cultural experiences.

How We Will Know This Is Successful

- Increased participation of families and community members in school events and activities.
- Pupil and parent feedback reflects a strong sense of belonging and pride in cultural identity.
- School communications, assemblies and learning environments consistently and visibly reflect community diversity.
- Sustained partnerships with external organisations contribute positively to school life and curriculum enrichment.