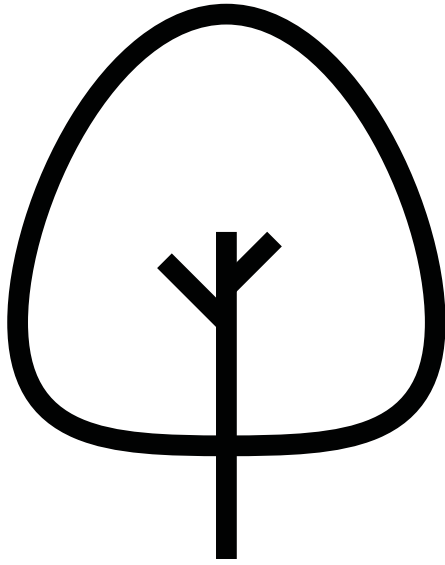




Lyndhurst Primary School

THE CHARTER SCHOOLS
EDUCATIONAL TRUST

We are a two-form school located in the heart of vibrant Camberwell. Lyndhurst is a school where students advocate for all communities to celebrate the diversity which comes from being a global citizen.

Equalities Objectives 2024-27

Reviewed and approved by the Local Governing Body during the term: Autumn 2024
Next Review Date: Autumn 2027

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of protected characteristics). The Charter Schools Educational Trust values state that:

- » We are committed to helping all children, particularly the most disadvantaged and vulnerable
- » We work successfully with people of many diverse backgrounds and cultures
- » We accept that we have biases and work hard to free ourselves of these
- » We know that diversity of experience and perspective makes our organisation richer and our decisions better.

The Trust and Lyndhurst Primary school will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

Under the Act, the Trust and its schools are expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking-action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equality Objectives reflect Lyndhurst's priorities, and our values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Further information can be found via the links below:

- Equalities Act 2010 – <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Public Sector Equality Duty – <http://www.legislation.gov.uk/ukpga/2010/15/section/149>

Lyndhurst Equality Objective September 2024-7

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to action to improve equality and tackle disadvantages.

Objective 1:	Actions:
To develop the pupil and parent engagement in aspects of school life: Beyond the Classroom, Parents Evenings, celebrations and concerts, Choir membership and Coffee Mornings.	• Set up tracking of engagement. • Identify groups who are not engaging. • Survey those groups to determine barriers. • Identify solutions to increase engagement.

Annual SLT Review: July 2025 Evaluation

Tracking now taking place for events – analysis of trends starting in the new academic year.

Annual SLT Review: July 2026 Evaluation

Groups identified who are not engaging and focus group/surveying taking place.

Annual SLT Review: July 2027 Evaluation

Objective 2:	Actions:
To develop the Spiritual, Moral, Social and Cultural (SMSC) offer to include a diverse and balanced canon or music, songs, texts, trips and experiences that a pupil would be offered as a minimum.	• Identify the groups that should be represented in our curriculum and school materials. • Review the canon of texts covered in class reads and English units. • Review the canon of music and songs taught. • Review the artists and breadth of scientists, historians etc explicitly taught about. • Develop a skeleton outline of trips and experiences for each year group. • Review the contents of class book corners and the library. • Publish a parent facing version of the SMSC calendar on the website so that our offer is clear.

Annual SLT Review: July 2025 Evaluation

Mapping completed of diversity of authors, protagonists within studied texts and characteristics of artists focussed on in art and music. Analysis and adjustment taking place this year.

Annual SLT Review: July 2026 Evaluation

Trip curriculum in place.

Annual SLT Review: July 2027 Evaluation

Objective 3:	Actions:
Ensure that Lyndhurst has a proactively anti-racists position and that all staff and pupils understand how as global citizens we can be proactively anti-racist.	• Audit where anti-racism is covered within our current curriculum. • Explore opportunities for additional coverage. • Complete a staff skills audit on anti-racism.

Annual SLT Review: July 2025 Evaluation

Auditing started for curriculum.

Annual SLT Review: July 2026 Evaluation

Auditing continuing.

Annual SLT Review: July 2027 Evaluation

Objective 4:

Improve engagement amongst parents in relation to DEI themes.

Actions:

- Create parent guides for areas of DEI
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Annual SLT Review: July 2025 Evaluation

Guides started- discussion amongst steering group on tone and pitch. Post on hold to allow further enquiry.

Annual SLT Review: July 2026 Evaluation

Review and action plan for more streamline parent-school communication. First phase started.

Annual SLT Review: July 2027 Evaluation

Objective 5:

Improve school wide practice and policies to support accessing of the whole experience for students, staff and wider school community (including SEND, physical disabilities, EAL)

Actions:

- Review parent communication strategy and identify where translation services can be offered.
- Improve physical accessibility to site
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Annual SLT Review: July 2025 Evaluation

Communication calendar started. Trialling use of MCAS. Central trust focus on compliance including of site accessibility.

Annual SLT Review: July 2026 Evaluation

All staff have translation link included in their email signature. Lift being replaced.

Annual SLT Review: July 2027 Evaluation