

Public Sector Equality Duty (PSED): Statement and Objectives

2025

Introduction:

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Cantrell Primary School and Nursery is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

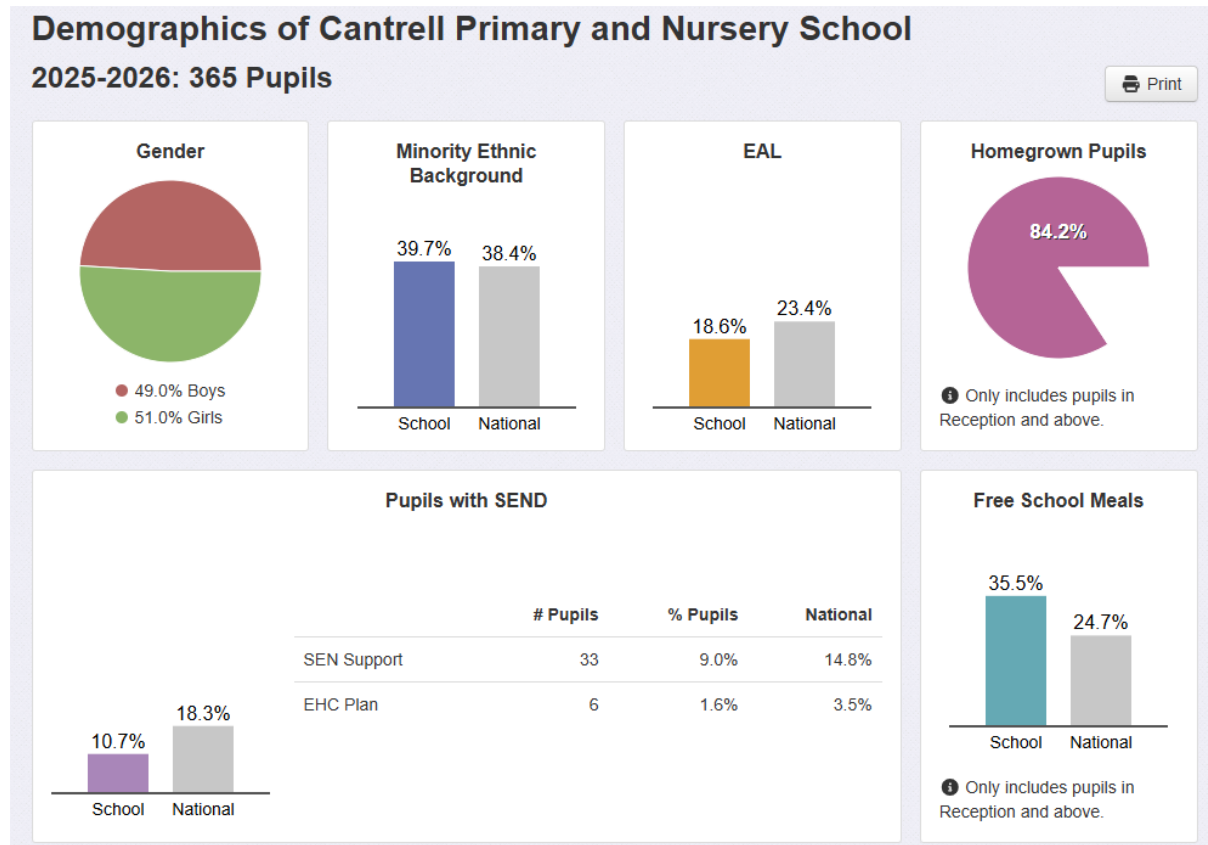
We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise, respect and celebrate difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Equality Information: Our context

Cantrell Primary School serves a richly diverse community in Nottingham. We monitor equality data annually, including pupil demographics (e.g., gender, ethnicity, SEND, EAL, and disadvantaged pupils) and use this to inform our curriculum, policies, and practice. This information helps us identify priorities and measure the impact of our equality objectives.

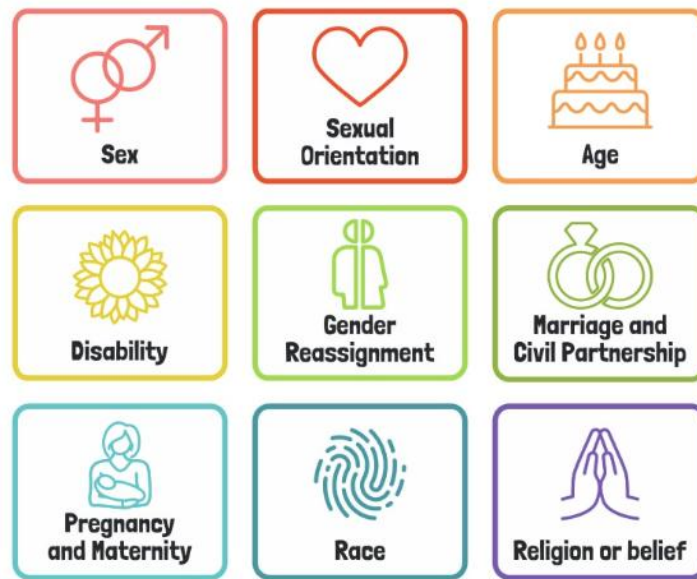


Number of pupils on roll at the school: 365

Age of pupils: 3 to 11

Protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of nine protected characteristics.



We actively promote equality and inclusion by embedding these principles into our curriculum, policies and everyday interactions. In doing so, we celebrate diversity, challenge discrimination and foster a culture of belonging where every pupil, member of staff and family is valued as part of our school community.

Last reviewed November 2025

Aim	Why	Action
<p>To ensure that children, regardless of race, socio-economic status, gender and disability and particularly those supported through additional funding (PP and SEND) receive appropriate targeted support.</p>	<p>To help children to address any previous underachievement and to reach their potential in academic and pastoral areas of education.</p>	<p>HT, Pupil Premium Lead and SENDCO to challenge teachers to understand who their underachieving children, particularly the PP and SEND children, are and hold them account for developing provision, accessibility and scaffolding to support these children to achieve well</p>
<p>To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics</p>	<p>To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding</p>	<p>Children are proactively taught about the attitudes, resources, provision and experiences of the diverse population of the UK/world, and these are reflected in the curriculum, assemblies and school events</p>
<p>To ensure that school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc</p>	<p>To ensure that children have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow. To help children to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.</p>	<p>Ensure that teachers are using a wide variety of examples of role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability. Assemblies promoting the rights respecting values and equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the school.</p>