

Public Sector Equality Duty

Annual Equality Objectives Action Plan and Compliance Statement 2025-2026

Every four years, The Good Shepherd Trust reviews it's PSED Equality Objectives Statement. The latest iteration dates from July 2025 and confirms the Trust's six equality objectives as follows:-

1. To ensure that staff and those responsible for governance are aware of current legislation surrounding equality and diversity, have completed relevant training and understand the Trust's responsibility;
2. To promote cultural understanding, awareness, and mutual respect for different religious beliefs across the diverse ethnic groups within our school communities;
3. To promote mental health awareness and develop appropriate interventions where necessary;
4. To develop use of performance data and target setting to monitor pupil achievement and respond to variations between groups of learners, subjects, key stages and trends over time.
5. To embed the positive and accurate representation of all protected characteristics across the curriculum and wider school life, ensuring that all pupils develop a secure, age-appropriate understanding of these characteristics and their importance in promoting equality, respect and inclusion.
6. To actively consider and implement initiatives to ensure our recruitment processes are fair, inclusive, and ultimately lead to a workforce that is more representative of the diverse society we serve.

The Equality Act 2010: advice for schools provides guidance on how an academy school can show it has complied, as required by the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

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Last updated on 2.9.25, to be presented to Local Committee on: 21.10.25.

#	Objective	Activity to comply	Measured by	Led by	Current Status
1	Ensure all staff and Local Committee Members are aware of equality legislation and responsibilities	Annual PSHE training for all staff; induction for new staff; Local Committee training module	100% staff/Local Committee completion; training records	Headteacher & Trust HR	Ongoing – refresher training scheduled Autumn 2025
2	Promote cultural understanding, awareness, and mutual respect	Deliver RSHE/circle time on respect & diversity; hold International Day; embed multicultural texts across curriculum	Pupil surveys; behaviour logs; resource audit	RSHE Lead & Subject Leaders	Ongoing – International Day Spring 2026
3	Promote mental health awareness and interventions	Implement whole-school wellbeing strategy; staff training on mental health; parent workshops	Staff/pupil surveys; attendance data; wellbeing referrals	Mental Health Lead	Ongoing – wellbeing hub opened Sept 2025
4	Use performance data to monitor pupil achievement across groups	Half-termly analysis of outcomes for disadvantaged, SEND, EAL pupils; targeted interventions	Progress data; closing attainment gaps	SLT	Ongoing – monitored each half term
5	Embed positive and accurate representation of all protected characteristics across the curriculum	Subject leader audits; review resources; update displays; assemblies focused on equality	Curriculum audit reports; pupil voice	Subject Leaders	In progress – audits due by March 2026

6	Ensure recruitment processes are inclusive and representative	Use anonymised applications; advertise in diverse networks; monitor recruitment data	Recruitment monitoring; staff profile diversity	Trust HR & Headteacher	Ongoing – reviewed annually with HR
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Public Sector Equality Duty (PSED) Compliance Statement 2024/25

At Cranleigh C of E Primary School, we are committed to meeting our duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED). We strive to provide an inclusive environment where every member of our community is respected and valued.

In 2024/25 we complied with the PSED in the following ways:

Eliminating discrimination

- All staff completed or refreshed equality and diversity training, including sessions on unconscious bias, cultural diversity and/or supporting pupils with protected characteristics.
- Racist, discriminatory or bullying incidents were monitored on Arbor and CPOMS, with regular reviews showing a reduction in recorded cases.
- Our behaviour and safeguarding policies were reviewed and re-shared with the school community.

Advancing equality of opportunity

- Outcomes for disadvantaged pupils, SEND and other vulnerable groups were monitored half-termly. Gaps in achievement continued to narrow compared to previous years.
- Families of pupils with SEND were supported through regular communication and additional interventions.
- Reasonable adjustments were made to ensure full access to the curriculum and wider school life in line with Equality Act guidance.

Fostering good relations

- Circle time and RSHE lessons promoted openness, tolerance and respect across the school community.
- Books and resources across the curriculum were reviewed and expanded to include authors and perspectives from diverse ethnic and cultural backgrounds.
- Gypsy, Roma and Traveller History Month celebrated and shared the richness of Traveller culture in Britain and our local/school community.

This statement demonstrates that Cranleigh C of E Primary School has due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations in line with the Equality Act 2010.