



Cooper Perry Primary School Equality Objectives 2024-2028

At Cooper Perry, our equality objectives aim to ensure all pupils, regardless of their background or characteristics, have equal opportunities to succeed and thrive, promoting inclusivity and respect for diversity

Under the Equality Act 2010 (Section 149), schools are required to have regard to:

1. Eliminating unlawful discrimination, harassment and victimisation
2. Advancing equality of opportunity between those who share a protected characteristic and those who do not
3. Fostering good relations between those who share a protected characteristic e.g. disability, race, religion, belief, gender assignment, sexual orientation, pregnancy or maternity, and those who do not.

Objective 1:

To ensure diversity is recognised and celebrated within the school community given the context of the school and local area.

Success Criteria

- The curriculum promotes and celebrates achievements of all protected characteristics.
- Understanding of the multi faith society we live in is broadened by providing rich opportunities for visits, visitors, virtual tours, experiences.
- School resources are representative of all characteristics, investment particularly in books.
- Collective worship opportunities are utilised to expose pupils to a wide and diverse range of themes. Links are shared with parents to use outside school experiences to complement this objective.

Objective 2:

To promote awareness of mental health and wellbeing and to support all within the school community are able to feel well supported.

Success Criteria

- Trained MHFA leads within school for staff.
- Nurture trained staff and designated space
- Nurture provision for intervention and nurture ethos for all
- Emotion coaching methods
- Use of Forest school
- Wellbeing collective worship agenda
- TSRA in place for staff
- ISRA in place for staff who require
- Access to specialist support for pupils
- Regular signposting for parents to activities and services to complement at home.

Objective 3:

Ensuring equality of access for all pupils and preparing them for life in a diverse society

- whether or not they are disabled
- whether or not they have a visual impairment
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity.

Objective 4:

We observe good equalities practice, including staff recruitment, retention and development.

- whatever their age
- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.