



CLF Equality, Diversity and Inclusion - Statement 2025 - 26

The Redstart Primary School, part of the Cabot Learning Federation (CLF), recognises, and celebrates diversity, including that which exists within our student and staff populations and the communities we serve. We are committed to advancing equal opportunities for all and eliminating discrimination on any basis, including disability, ethnicity, sex, gender reassignment, age (except pupils), marriage and civil partnership, pregnancy and maternity, sexual orientation, and religion or belief (defined as Protected Characteristics) so that equality, diversity and inclusion (EDI) underpin all we do.

We recognise the following duties under the Equality Act 2010:

- Eliminating discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it
- Regardless of the statutory responsibilities the CLF recognises the positive impact that a cohesive and inclusive EDI strategy can achieve.

Our specific diversity related achievements and activities, throughout staff development and our curriculum, include the provision of the following:

- a learning environment where all individuals feel valued and have a sense of belonging.
- a curriculum which teaches children key learning objectives within local and global contexts so that children have regular opportunities to interact with and understand the diverse world, especially considering the lack of diversity within the school community.
- enrichment opportunities within the curriculum to learn about cultural and religious customs and festivals (e.g. in assemblies, talks by visiting speakers, and on school trips).
 - extra-curricular activities that expose them to different life opportunities:
 - CLF activities such as Pupil Parliament
 - Sports activities
 - Chard Carnival

- Chard Horticultural Competition
 - Chard Museum engagement
 - Friendship project with Chard Together
 - World War 2 poetry project with Never Such Innocence
- Increased successful communications with EAL families due to MCAS translation options
 - Leadership attendance on EDI networks
 - Pupil voice: democracy project, Pupil Council and Eco Council
 - Class readers are chosen with intent because of EDI themes so children can explore different cultures, experiences and perspectives.

Objective/Actions for 2025-26

Objective	How Achieved	Who
To further develop the knowledge of EDI by the whole school community	<p>Set up an EDI 'link' on the Academy Council to examine issues around EDI and take forward the development of an EDI strategy.</p> <p>Staff CPD to focus on unconscious bias/anti-racism/inclusion within curriculum choices</p> <p>EDI safeguarding strategy to investigate whether particular groups may be more vulnerable or have additional barriers when accessing support</p>	<p>Rebecca Collins</p> <p>SLT and Subject leaders</p> <p>Safeguarding team – Rebecca Collins and others</p>
To promote equality of opportunity in enrichment activities	Monitor activities in terms of inclusion	SLT
Exploit further opportunities in the curriculum to support the predominantly non-diverse pupil population with greater understanding of other cultures and religions	<p>Visit to non-Christian places of worship</p> <p>Re-audit book choices for class readers</p> <p>Link with other CLF schools on choices of guided reading texts</p>	<p>RWV subject lead</p> <p>Curriculum lead</p>

As a school, and as part of the Cabot Learning Federation Trust we are committed to the promotion of equality, diversity and inclusion for all. These principles are crucial in supporting our culture and school values; they are also integral to delivering successful learning, teaching and personal development.

We are committed to the ideas and actions set out in our EDI action plan and which underpin the CLF's strategic plan and our school development plan. At the heart of this plan is an ambition to embed the principles of equality, diversity, and inclusion in our culture. This requires a commitment from everyone to take responsibility; to embrace these principles and apply them in our daily activities as a community.

Best practice in this area means covering issues across our community in a holistic manner, as well as addressing the specific needs of distinct groups of children and adults. We believe that this will also bring renewed focus to our work in promoting wellbeing, supporting good mental health, and tackling the factors that undermine equality, diversity, and inclusion.

All of this works towards ensuring that everyone within our diverse community feels equally able to achieve their absolute best.

Rebecca Collins
Principal – The Redstart Primary School