



Cheshire Academies Trust
Inspiring hearts and minds

Equality Objectives

Next Update: Autumn 2025

EQUALITY OBJECTIVES 2023-2025

Protected Characteristic	Objective	Reporting Areas	Action taken	Review of measures taken
All	Children have a positive attitude towards each other and are respectful of differences.	All learners are equal. We recognise and respect difference. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.	<ul style="list-style-type: none"> Regular assemblies focus on celebrating differences and developing children's understanding of specific needs other children may have linked to SEND. Assemblies focus on developing children's understanding of the wider world, different cultures, ethnicity and religious affiliation. Ensure the NO Outsiders materials are utilised in assemblies to develop children's understanding of the protected characteristics. 	
Race/Disability	Embed representation of all protected characteristics within all areas of our curriculum.	We recognise and respect difference. We base our practice on sound evidence. We consult and involve widely. We aim to reduce and remove inequalities and barriers that already exist.	<ul style="list-style-type: none"> Subject leads to ensure curriculum materials for their subject represent different ethnicities, gender, religious faiths and disabilities. Explore ways to embed a wider variety of visitors into school and ways for children to be immersed in multicultural environments through visits and excursions. Ensure this is explicitly planned in our Personal Development Sequence. Take part in Inclusion Labs training and review to identify key areas to develop practice (completed) Continue to work with the Inclusion Team to review elements of our practice and inform subsequent actions, focusing on different cultures and religions being well represented. Provide inclusion training to all staff and create a checklist of exemplary inclusive practice and ensure staff are aware of their responsibilities in relation to the Equalities Act. School Council to focus on ensuring everyone always feels welcome at Bexton and seeking opportunities within the curriculum or wider school approach to ensure representation opportunities. Curriculum lead to review long term planning and resources, maximising representation opportunities. 	Inclusion working group well established and now working on phase 2 of the project.
All	Ensure policies and procedures within school promote	We observe good equalities practice in staff recruitment,	<ul style="list-style-type: none"> As SLT are reviewing policies, to ensure equality and diversity practices are embedded across the school. To seek feedback from stakeholders on appropriate policies to ensure the views of a wide range of stakeholders are taken into account. 	

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POLICIES AND OTHER DOCUMENTS AVAILABLE AS EVIDENCE OF MEASURES TAKEN:

Objective	Relevant documentation	Protected characteristic
Children have a positive attitude towards each other and are respectful of differences.	Assembly plans, Personal Development overview, curriculum plans, Inclusion Audit results.	Age, disability, race, religion or belief, sex
Embed representation of all protected characteristics within all areas of our curriculum.	Curriculum information on our website, displays and resources around school, including books.	Age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation
Ensure policies and procedures within school promote and embed inclusive practice.	Behaviour Policy, Additional Health or Medical Needs, EYFS, Accessibility, Assessment, Collective Acts of Worship, Attendance, Relationships & Sex Education, Admissions, Complaints, Exclusions, Uniform, Special Educational Needs.	All protected characteristics (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation)