Bosley St. Mary's CE Primary School

Equality Objectives



- Effective: September 2025
- Review: September 2029

Introduction

Bosley St Mary's CE Primary School, as part of the Chester Diocesan Academies Trust (CDAT), is fully committed to the principles of the Equality Act 2010 and the Public Sector Equality Duty. We recognise our responsibility to:

- Eliminate discrimination and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics, promoting respect, understanding and positive attitudes.

As a Church of England school, our mission is rooted in John 10:10, *"I have come that they may have life, and have it to the full"*, and in Philippians 4:13, *"I can do all things through him who strengthens me."* We want every child and adult in our school to flourish, reaching their full potential academically, socially and spiritually. Guided by our BEARS values (Believe, Encourage, Achieve, Relate, Serve), we strive to provide an inclusive community in which everyone is respected, supported and empowered to succeed.

We also hold fast to Jesus' commandment in Mark 12:31, *"Love your neighbour as yourself."* At Bosley, this means ensuring that every child and adult feels safe, seen and loved. We welcome all faiths and those of none, working together in a spirit of kindness and respect.

Trust Objectives (CDAT)

- To ensure that each CDAT school provides all of its pupils with a rich, broad and balanced curriculum which allows them to achieve well academically and prepares them for the next stage in their education, while making sure that no child is disadvantaged because of their background or personal circumstances.

- To monitor and analyse pupil achievement by race, gender, eligibility for Pupil Premium funding and SEND and act on any trends or patterns in the data that indicate additional support is needed by specific groups of pupils.
- To ensure that staff-related policies and procedures are compliant with the Act and to make sure that CDAT offers equal opportunities to all staff.

Bosley St Mary's Objectives

In addition to the Trust's objectives, Bosley St Mary's CE Primary School will:

1. **Embed BEARS Values in Daily Life**
   Ensure that the BEARS values (Believe, Encourage, Achieve, Relate, Serve) are visible across the curriculum and wider life of the school, promoting respect, kindness and inclusivity.

2. **Promote a Curriculum of Belonging and Representation**
   Broaden children's experiences by selecting texts and resources that are written by and represent the breadth and diversity of our communities, so that all children see themselves – and others – reflected in what they learn.

3. **Raise Achievement for Vulnerable Pupils**
   Identify and close gaps in attainment and progress for vulnerable groups, including pupils eligible for Pupil Premium, those with SEND, and pupils at risk of disadvantage.

4. **Build Confidence and Respect**
   Develop children's self-belief and resilience so that they are empowered to use their gifts and talents positively, demonstrating mutual respect and valuing difference.

5. **Celebrate Diversity as Strength**
   Actively promote positive attitudes towards people of all backgrounds, cultures, faiths and none through worship, RE, curriculum opportunities, and pupil voice, recognising diversity as a source of richness in our community.

6. **Flourish Through Safety and Belonging**
   Ensure that every child flourishes by fostering an environment where they feel safe, seen, valued and loved.

Monitoring and Evaluation

- Progress towards these objectives will be monitored by the Senior Leadership Team and Local Governing Body, with outcomes reported to CDAT annually.
- Pupil achievement data, behaviour and attendance records, and pupil/parent voice will be key measures of impact.
- Staff training and development will ensure equality and diversity are consistently embedded in policy and practice.