



Chase Terrace Academy

Equality Action Plan 2024-2026

- The Equality Action Plan is updated on a two-year cycle.
- The purpose of the plan is to ensure that CTA fulfils its commitment to promote equality in line with our Equality Plan and the Public Section Equality Duty which was introduced by the Equality Act (2010).
- All equality objectives in this plan are in reference to the nine protected characteristics: Race, Disability, Sex, Age, Religion or Belief, Sexual Orientation, Gender re-assignment, Pregnancy or Maternity, and students who are linked by association.
- The purpose of the plan is to implement strategies that eliminate all forms of discrimination at CTA.

Equality objectives 2024-2026

1. To consistently review staff professional development provision to ensure an ongoing and current focus on issues of equality, bullying and safeguarding.
2. To maintain and promote a positive environment in which members of our community from all back grounds feel valued and included.
3. To investigate ways to enhance meaningful consultation with all stakeholders, in order to identify equality issues and barriers to inclusion.
4. To foster an environment where pupils are encouraged to develop an awareness of and pride in their own identities as well as empathy and insight into the lives of experiences of people from different backgrounds.

1. To consistently review professional development provision to ensure an ongoing and current focus on issues of equality, bullying and safeguarding.

Action	Success criteria	Review date	Staff i/c	Comments
To review our professional development offer to audit appropriate and current coverage of equality, bullying to include unconscious bias training.	<p>Review includes reference to recommended training on equality and bullying.</p> <p>Potential enhancements are highlighted and suitable resources identified.</p>	<p>04/25</p> <p>07/25</p>	SM/CC/MN/DI	
To enhance our offer to include these opportunities for 2025-26.	<p>CPD offer for 2024-25 has been adapted if required and suitable training included.</p> <p>CPD offer for 2024-26 includes suitable training for enhancement identified</p>	04/25	SM/CC/MN/DI	

2. To maintain and promote a positive environment in which members of our community from all backgrounds feel valued and included.
3. To investigate ways to enhance meaningful consultation with all stakeholders, in order to identify equality issues and barriers to inclusion.
4. To foster an environment where pupils are encouraged to develop an awareness of and pride in their own identities as well as empathy and insight into the lives of experiences of people from different backgrounds.

Action	Success criteria	Review date	Staff i/c	Comments
To review and enhance stakeholder voice to support our identification of potential equality issues and barriers to inclusion.	Student EDI group is established including year group representation.	02/25	MN/DI/LRS	Pupil Leadership Group involvement.
	Record of EDI group meetings and actions is documented and reviewed.	09/25	MN/DI/LRS	PP representation is proportionate.
To review our Personal Development curriculum and wider provision to ensure appropriate coverage of important events and festivals for people from all backgrounds.	PD curriculum offer is reviewed alongside calendar of important festivals and events.	12/24	MN/DI/GB	
	Where required, curriculum offer adapted for 2025-26 to ensure appropriate coverage.	07/25	MN/DI/GB	
To investigate opportunities to explore identity and empathy via the Personal Development provision and other activities.	SLT & Middle Leaders to identify opportunities to explore identity and empathy during PD and subject curriculum plans.	07/25	NM/MN/DI/GB	
	SLT & Middle Leaders to identify opportunities to explore identity and empathy via existing or new enrichment activities.	07/25	NM/MN/DI/GB	
	Process linked to formal schedule incorporating school values, in particular 'Community' and 'Respect'.	07/25	NM/MN/DI	