

Equality Action Plan 2026

Protected Characteristic	Intended Outcome	Actions towards	When	Lead	Resources	Impact / Review	RAG
All	Increase pupils' awareness of diversity. (Standing Action)	Reading spine promotes and celebrates diversity. Encourage children's voices and contribution to reflections on diversity and inclusivity.	Ongoing	AC CW BC			
Race	Further develop pupils' understanding of diversity and of Britain as a multi-cultural society.	Introduce whole-school culture and diversity programme to help children develop their understanding of the diversity / multi-cultural nature of society within Britain. This will focus on diversity within each class / the school to recognise and celebrate diversity amongst our own community and will have a different focus each month (eg food, celebrations). Connect with other schools in England with a broader experience of diversity than we have here at Alverton. Continue to work with the Diversity and Inclusion working party to ensure the views of stakeholders are included.	From January	AC			
Disability	Emergency and evacuation systems are accessible to all (Accessibility Plan)	The nursery fire alarms are visual as well as audible.	asap	GA NS LS			
Disability	Ramps and steps are adequately lit (from Accessibility Plan)	Consider whether additional lighting is needed in the car park (currently with TPAT). Ramp from car park is adequately lit.	Spring	GA NS			
Disability	Staff are trained to enable full access to the curriculum for all pupils. (from Accessibility Plan)	Provide a range of training in relevant areas of SEND. Ensure support staff regularly access CPD programme provided by TPAT.	Ongoing	HH LS NS			

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		Continue to ensure that opportunities are taken for staff to update / undertake training to support pupils' individual needs, especially focusing on those staff who work directly with these children. Ongoing guidance from specialists eg physiotherapists, OT, behaviour support etc.					
All	Targeted, small group and/or individual activities are delivered to improve self-esteem, confidence and social skills. (from Accessibility Plan)	Consider ways to use the outdoor space to enhance their day for pupils who find day to day school life difficult. Work with external professionals (eg from Morrab Gardens) to support this.	Ongoing	AC NS			