



Alverton Primary School Equality Policy

Annual Report to Parents December 2025

Every year we write to all parents about the Equality Plan and Equality Action Plan. This addresses our statutory duties in relation to race, disability, gender and promoting community cohesion and covers staff, pupils and people using the services of the school such as parents. It also addresses the legislation relating to religion or belief, age and sexual orientation and includes our priorities and actions to eliminate discrimination and harassment as well as advancing equality of opportunity between people who share a protected characteristic and people who do not share it.

We welcome the views of all members of our school community in creating the Equality Policy and Action Plan. The legislation states that it is important that minority groups (for race, disability and gender) are involved in the formulation and development of equality schemes and action plans, helping to ensure that the views of potentially disadvantaged groups are fully incorporated in the development of the scheme. We invite anyone interested in being part of our ongoing consultation, or with anything that they would like to raise, to talk to either Mrs Smith, Mrs Wicks or Mrs Clemens.

The Local Monitoring Committee of Alverton School has a responsibility to promote equality and eliminate discrimination and harassment. Our Equality Policy and Action Plan enable us to achieve a framework for action that covers all equality strands and ensures that we meet our responsibilities of the public sector duties in an inclusive way. We report annually on its progress to all stakeholders.

We are part of the TPAT Equality Policy which runs from 2022 – 2026. We review our action plan annually and are required to produce an annual report on our progress, looking at the impact of our actions.

Our Equality Policy is available to read in the Key Information section of our website under the heading of [Equality Information](#).

Annual Report of Progress in 2025

This table details our key objectives in 2025 and the impact of our actions to address them.

Strand	Objective	Outcomes
Disability	Staff are trained to enable full access to the curriculum for all pupils.	Training has been provided as part of the PINS project in neurodiversity. Staff have access support from the Autism specialist team as well as other external professionals, including 1:1 support for teachers and TAs who work directly with children with specific individual needs.
Race	Information provided is accessible to all.	We are in regular contact with Cornwall Council and the services they provide to ensure the children of families for whom English is an additional language access the full school offer and their parents are kept informed.

There were no complaints made in relation to discrimination or inequality in 2025.

Key areas identified for 2026 include:

- Further develop pupils' understanding of diversity and of Britain as a multi-cultural society.
- Continue to ensure staff are trained to enable full access to the curriculum for all pupils.