

Equality Action Plan 2026

Protected Characteristic	Intended Outcome	Actions towards	When	Lead	Resources	Impact / Review	RAG
All	TPAT: Staff are familiar with the principles of the Equality Policy and Plan and use them when planning lessons. Parents are aware of the Equality Policy and Plan.	Publish and promote the Equality Plan through the school website, newsletter and staff meetings.	Annually (Dec)	CW			
All	TPAT: Stakeholder awareness and community engagement with events, curriculum reviews.	Produce and publish a school-specific Anti Racism charter aligned to the Trusts Anti-Racism Framework.	Autumn	AC			
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.	From January	AC			

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		Continue to work with the Diversity and Inclusion working party to ensure the views of stakeholders are included.					
All	TPAT: Identified access concerns are resolved.	The school, publishes an annual accessibility plan that reflects planned works to improve the setting for pupils and considers environmental and inclusion needs (see specific objectives below)					
Disability	Emergency and evacuation systems are accessible to all (Accessibility Plan)	The nursery fire alarms are visual as well as audible.	asap	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	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. 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.	Ongoing	HH LS NS			
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			

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