Equality Action Plan 2027

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.	Summer	AC			
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)					
Race	Increase pupils' awareness of diversity; Further develop pupils' understanding of diversity and of Britain as a multi-cultural society. (Accessibility Plan)	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. Continue to work with the Diversity and Inclusion working party. Encourage children's voices and contribution to reflections on diversity and inclusivity	Ongoing	AC BC			

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		particularly through the Year 6 Inclusion Team. Reading spine promotes and celebrates diversity.					
Disability	A hub is established for pupils who have been identified as needing the personalised support this provides (Accessibility Plan)	Ensure that this meets these pupils' academic, and other, needs through resourcing, staffing etc.	Ongoing	LS HH NS MA			
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	Pathways around the school site and parking arrangements are safe with logical, well-signed routes (Accessibility Plan)	Consider how to ensure the site is risk assessed daily in the absence of a Site Supervisor Headteacher monitors twice annually Consider whether ramp in additional carpark is adequately lit. Nosings to be repainted yellow as needed. Include advice and reminders about safe access, behaviour and movement around the school on the school website, newsletter, and assemblies	Spring / Summer 2027	NS			
Disability	Staff are trained to enable full access to the curriculum for all pupils. Strengthen support staff knowledge and competence with all key areas of need. (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.	Ongoing	HH LS NS			

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