Alverton Primary School Equality Policy
Annual Report to Parents December 2026

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 2026 – 2030. 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 2026

This table details key objectives in 2026 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.	A programme of CPD for TAs, including different aspects of SEND and medical needs, is in place and designated time is allocated to this. This remains an ongoing action.
Disability	A hub is established to support children who need additional support at different times of the school day.	A hub has been established and set up with a wide range of resources to meet individual children's needs. Staffing for the hub has been carefully considered. We will continue this objective next year as it has only been in place for one term and we are still exploring its full potential.

There were no complaints made in relation to discrimination or inequality in 2026.

Key areas identified for 2027 include:

- Further develop pupils' understanding of diversity and of Britain as a multi-cultural society.
- Continue to develop the role of, and support provided by, the hub.