



	<p>Improve the provision of written information for disabled pupils and parents.</p>	<p>Audit school information to ensure that it is fully accessible Use visual timetables and calendars. Create pamphlets which are available at the front desk to direct parents and visitors to local support networks. Upload information to the website with audio/visual features e.g. school video tour Improve signage around school.</p>	<p>JB/JG/LH/JR Summer 23</p>	<p>Autumn 23</p>	
<p><b><u>Race</u></b></p>	<p>Ensure the website and all other methods of communication has a translate function for EAL parents/community members as per Dojo</p>	<p>Research how this can be done with JR and plan how to enable the function.</p>	<p>JB/JR – summer 23</p>	<p>Autumn 23</p>	
<p><b><u>Sexual orientation</u></b>  <b><u>Race</u></b></p>	<p>Continue to identify and monitor racist and homophobic incidents and report the figures to the Governing Body on a half-termly basis</p> <p>Continue to use CPOMS for reporting and tracking/overviews.</p>	<p>Ensure clear systems and procedures in place and used effectively for the monitoring and addressing of racist incidents.</p> <p>HT to monitor this half termly and pull reports for governors.</p> <p>Ensure new behaviour policy incorporates racist/homophobic incidents.</p>	<p>JB/SA – Spring 2023</p>	<p>Spring 23</p>	<p>Behaviour policy reflects this and the use of restorative practices. Communication is clear between staff and parents and the governing board and figures reported half termly. CPOMS tracks/filters incidents by category.</p>
<p><b><u>All characteristics</u></b></p>	<p>To ensure equal opportunities are available to all stakeholders in recruitment, CPD and training</p>	<p>Implement fair recruitment processes and keep records. Ensure CPD is available to all using PM. Keep records of training.</p>	<p>LH Spring 23</p>	<p>Spring 23</p>	<p>Recruitment process is fair and safer recruitment has been completed. CPD identified through PM and CPD records kept by LH &amp; updated regularly.</p>

	Ensure the curriculum displays and enrichment activities promote role models and heroes that young people positively identify with and ensure these reflect diversity in terms of race, gender, sexuality and disability	Links with local groups, visitors, enrichment activities and displays all promote positive role model images around school	Subject leads, JB/SA Autumn 23	Summer 24	
--	--	--	-----------------------------------	-----------	--