**Equality objectives and action plan Review – Spring 2026** 

Characteristic	Objective(s)	Action required	Who and when	Date for completion	Evaluation
Disability	Ensure that all pupils with disabilities achieve socially and academically  Increase access to the curriculum for pupils with a physical disability or identified specific learning difficulty to have access to specialist equipment to ensure they can access teaching and learning  Improve and maintain access to the physical environment  Improve the school's toileting facilities to support pupils with physical needs — changing places facilities	Curriculum audit for SEND. Work with other agencies and purchase equipment recommended. CPD needs to be identified Staff members responsible for those on a 1:1 to be trained accordingly.  Management to conduct a full audit of the accessibility of the site for those with physical disabilities. School to be aware of accessibility barriers to its physical environment and make a plan to address them.  Meet with the LA to bid for funds to improve toileting facilities in school. Budget the works to be completed and include in the 3-year budget model. Receive quotes from LA contractors for the works needed.	JB/MS/LH Summer 23 JB/AL/LH Spring 23	Curriculum audit – summer 23  Site works – by 2025	Site audit has been completed jointly with JB/LH and Andrew Darby to enable Staffordshire County Council to bid on our behalf for funds to support the access project.  JB has met with a signage company to identify where the disabled access is to the building. Works to be completed for signage in Summer 23.

	Improve the provision of written information for disabled pupils and parents.	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.	JB/JG/LH/JR Summer 23	Autumn 23	
Race	Ensure the website and all other methods of communication has a translate function for EAL parents/community members as per Dojo	Research how this can be done with JR and plan how to enable the function.	JB/JR – summer 23	Autumn 23	
Sexual orientation  Race	Continue to identify and monitor racist and homophobic incidents and report the figures to the Governing Body on a half-termly basis  Continue to use CPOMS for reporting and tracking/overviews.	Ensure clear systems and procedures in place and used effectively for the monitoring and addressing of racist incidents.  HT to monitor this half termly and pull reports for governors.  Ensure new behaviour policy incorporates racist/homophobic incidents.	JB/SA – Spring 2023	Spring 23	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.
All characteristics	To ensure equal opportunities are available to all stakeholders in recruitment, CPD and training	Implement fair recruitment processes and keep records. Ensure CPD is available to all using PM. Keep records of training.	LH Spring 23	Spring 23	Recruitment process is fair and safer recruitment has been completed. CPD identified through PM and CPD records kept by LH & updated regularly.

sexuality and disability
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