

Equality, Diversity and Inclusion Objectives

Equality objectives in line with the Equality Act 2010

Objective	To achieve this objective we plan to	Progress we are making toward this objective
To ensure that all pupils, staff, parents, carers and visitors can access the school environment, curriculum and wider opportunities through appropriate reasonable adjustments.	Maintain an accessible environment through individualised planning, risk assessments, communication supports, assistive technology, sensory adaptations and accessibility reviews. Ensure reasonable adjustments are considered for pupils, staff and visitors.	
To promote an inclusive culture where all pupils, staff and stakeholders feel valued, respected, safe and represented regardless of protected characteristics.	Celebrate diversity through SMSC including awareness events, curriculum activities, pupil voice opportunities and community engagement. Promote respect, acceptance and understanding throughout school life.	
To ensure diversity, equality and inclusion are embedded throughout the curriculum and wider life of the school.	Deliver a curriculum that reflects diverse identities, families, cultures, religions and experiences. Use Total Communication approaches, social stories, visual supports and adapted resources to ensure accessibility for all pupils.	
To increase pupils' understanding of difference, identity, relationships and belonging in an age-appropriate and autism-informed way.	Embed equality themes within PSHE, Relationships Education, RE and Preparation for Adulthood programmes. Provide opportunities to discuss identity, community, rights and responsibilities through structured learning and enrichment activities.	
To monitor and promote participation, achievement and engagement for all groups of pupils, including disadvantaged pupils and those with additional vulnerabilities.	Regularly review attendance, progress, behaviour, participation and destination data to identify trends and remove barriers. Ensure all pupils have access to enrichment opportunities, educational visits and leadership experiences.	
To strengthen pupil voice and ensure that all pupils can meaningfully contribute to decision-making within school.	Use adapted communication systems, School Council, surveys, focus groups and person-centred planning meetings to gather views from pupils at all levels of communication. Ensure pupil feedback informs school improvement and practice.	

To provide effective pastoral, wellbeing and emotional support that promotes inclusion and positive outcomes for all pupils.	Deliver targeted support through pastoral teams, therapy services, ELSA approaches, Zones of Regulation and family support. Develop proactive strategies to promote belonging, wellbeing and engagement.	
To ensure recruitment, professional development and employment practices promote equality, diversity and inclusion for all staff.	Provide regular Equality, Diversity and Inclusion training, monitor recruitment processes, promote fair employment practices and support staff wellbeing. Foster a culture where all colleagues feel respected, valued and able to contribute.	
To continue improving accessibility for pupils, staff and visitors with disabilities and additional needs.	Complete regular environmental audits, consult with stakeholders and implement improvements identified through the Accessibility Plan. Work collaboratively with estates, health and safety teams and specialist professionals.	
To promote awareness, understanding and acceptance of LGBTQ+ individuals and families within a respectful and inclusive school community.	Ensure curriculum materials reflect diverse families and identities, celebrate relevant awareness events and provide appropriate opportunities for discussion that are accessible and age-appropriate for pupils.	

Review period: September 2026 to August 2029. These objectives will be monitored annually through stakeholder feedback, pupil voice, governor scrutiny and school improvement processes.