

Equality, Diversity and Inclusion objectives Tadley Court School

Equality objectives in line with Equality act, Equality policy and accessibility plan.

Objective	To achieve this objective we plan to	Progress we are making toward this objective.
To ensure that all colleagues and pupils are able to access the environment and that reasonable adjustments are made to cater for individual needs.	Ensure that pupils are staff are able to feel comfortable in their school and access all areas of the school successfully. Eg PEEPS, Risk assessments, total communication, EAL, OH reports.	
To help all pupils, staff and stakeholders to feel valued, included and understood in their school environment (protected characteristics)	celebrate difference and promote inclusion through themed events, cultural days, festivals and celebrations. Assemblies and pupil voice groups.	
To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within Tadley Court community.	For equality to be embedded within the curriculum through discreet sessions and through the culture of the school within values sessions, including celebrations days. To support pupils understanding using total communication.	
To monitor and promote the involvement of all groups of pupils in the extracurricular life of the school.	Holistic curriculum including life skills sessions, cooking, social skills, TIS and other extracurricular activities. Fully inclusive environment.	
To provide appropriate and early pastoral interventions for pupils to promote positive behaviour and inclusion for all groups.	To have a dedicated pastoral lead. Effective communication with parents within parent and pupil focus groups. Opportunities for pupil voice. Use of zones of regulation and ELSA support.	
To ensure accessibility across the school the pupils, staff and visitors with disabilities, including access to specialist teaching.	Work with estates team and H&S. Monthly environment walks Pupil centred planning for any reasonable adjustments.	
To achieve the rainbow flag aware to further promote LGBTQQ+ inclusion and visibility.	To work towards accreditation, providing opportunities for all pupils to be involved at their level. Pride celebrations in June, use of pronouns for pupils where required, opportunities to explore their identity.	

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