

Equality, Diversity and Inclusion

Tor View School is committed to promoting equality, diversity and inclusion for all pupils, staff and the wider community. We fully comply with the Equality Act 2010 and the Public Sector Equality Duty (PSED).

We work to:

- Eliminate discrimination
- Promote equality of opportunity
- Foster respect and positive relationships

Our approach is rooted in inclusive, trauma-informed practice, with provision tailored to meet the individual needs of every pupil. We regularly review outcomes, ensure staff are well trained, and embed equality across our curriculum, safeguarding practice and wider school life.

We publish our equality information annually and set specific Equality Objectives, reviewed at least every four years, to drive continuous improvement.

Our Equality Objectives (2026–2029)

1. Improve communication and engagement for all pupils

Success criteria:

- 90%+ of pupils demonstrate measurable progress in communication targets (PRISUM/SaLT data)
- Increased pupil voice participation evidenced through reviews, surveys and EHCP processes
- Reduction in incidents linked to communication frustration (tracked via behaviour data)

2. Embed trauma-informed and autism-informed practice across the school

Success criteria:

- 100% of staff trained in TIS and autism-informed approaches
- Consistent use of regulation and relational strategies evidenced through QA and observations
- Reduction in dysregulation incidents and improved Motional scores across the cohort

3. Reduce gaps in attendance, engagement and progress for pupils with complex needs

Success criteria:

- Sustained improvement in whole-school attendance, with targeted pupils making measurable gains
- Reduction in persistent absence for identified groups
- Improved engagement data (Motional/PRISUM) showing narrowing gaps over time

4. Prepare pupils for life in modern Britain through increased understanding of diversity and inclusion

Success criteria:

- Curriculum evidence shows explicit teaching of equality, diversity and protected characteristics
- Pupil voice demonstrates increased understanding of respect, difference and relationships
- Increased participation in community-based activities and inclusive experiences