



Equality Objectives 2025 – 2028

Objectives Intent	Responsible	Activities / training implications / resources / costs / time Implementation	Monitoring / evaluation Impact			
			2025	2026	2027	2028
1. Improve accessibility of the website so it contains more BSL content and interpreted access for staff and deaf families.	LL	• Audit Current Content: Review website to identify areas where British Sign Language (BSL) content and interpreted access are lacking. • Develop BSL Content: Work with a BSL interpreter to create video content for key sections of the website. • Train Staff: Provide training for staff members on how to create accessible digital content, including subtitled videos and accessible PDF documents. • Regular Updates: Schedule regular reviews to ensure content remains accessible and up-to-date.				
2. Ensure all pupils regardless of ethnicity, age, gender, additional needs, religious beliefs or disability make good educational progress	LL	• Data Analysis: Analyse progress data to identify any disparities in achievement among different groups of pupils. • Targeted Interventions: Implement targeted interventions for groups or individuals who are not making expected progress, tailored to their specific needs. • Inclusive Curriculum: Review the curriculum to ensure it reflects and values diversity, incorporating a range of perspectives and experiences. • Professional Development: Provide ongoing training for teachers on culturally responsive teaching strategies and differentiated instruction. • Parental Engagement: Increase engagement with parents and carers from diverse backgrounds to support their children's learning and development.				
3. Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.	LL/KD	• Policy Development: Create a formal policy outlining the process for requesting and implementing reasonable adjustments for staff with disabilities. • Needs Assessment: Conduct individual needs assessments for staff with disabilities to identify specific adjustments required. • Implementation Plan: Develop a clear plan for implementing reasonable adjustments, including timelines and responsibilities. • Review and Feedback: Establish regular review meetings with staff to assess the effectiveness of adjustments and make necessary changes. • Awareness and Training: Raise awareness among all staff about the importance of reasonable adjustments and provide training on how to support colleagues with disabilities.				