



# **Equality Objectives 2025-26 - Consett Infant School and Beechdale Federation**

## **Objective 1: Enhance accessibility and participation in the curriculum for pupils with SEND**

To ensure that all pupils with Special Educational Needs and Disabilities can fully access and participate in the school's curriculum, including both lessons and enrichment activities.

## **Objective 2: Promote an inclusive and supportive school culture that celebrates diversity**

To foster an environment where all members of the school community feel valued, respected, and empowered to be their authentic selves, irrespective of their protected characteristics.

## **Objective 3: Improve attendance and reduce persistent absence for disadvantaged pupils**

To implement targeted strategies that address the barriers to regular school attendance faced by disadvantaged pupils, ensuring they can fully access their education.



# Action Plans

## Objective 1: Enhance accessibility and participation in the curriculum for pupils with SEND

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review the school's accessibility plan and update it to reflect the current needs of pupils with SEND	SENDCO	Existing accessibility plan, input from SEND pupils and families	3 months	Accessibility plan is updated and published on the school website
Provide training for all teaching staff on effective differentiation and inclusive teaching strategies to support pupils with SEND	SENDCO, Deputy Headteachers	Training materials, external expertise (if required)	6 months	100% of teaching staff report increased confidence in meeting the needs of pupils with SEND
Audit the physical environment of the school and identify areas for improvement to enhance accessibility	Site Manager, SENDCO	Access audit, input from SEND pupils and families	6 months	Action plan for physical accessibility improvements is developed and costed
Implement a programme of enrichment activities that are fully accessible to pupils with SEND	Deputy Headteachers, SENDCO	Funding for resources and staffing, input from SEND pupils and families	12 months	Participation rates of pupils with SEND in enrichment activities increase by 25%



## Objective 2: Promote an inclusive and supportive school culture that celebrates diversity

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review and update the school's equality, diversity, and inclusion policies to ensure they are fit for purpose	Headteacher, Governing Body	Existing policies, input from diverse stakeholder groups	3 months	Revised policies are approved and published on the school website
Deliver staff training on unconscious bias, inclusive language, and promoting equality	Headteacher, Equality Lead	Training materials, external expertise (if required)	6 months	100% of staff report increased awareness and understanding of equality, diversity, and inclusion
Celebrate diversity through themed events, displays, and the curriculum, ensuring representation of all protected characteristics	Equality Lead, Subject Leads	Funding for resources and activities, input from diverse stakeholder groups	Ongoing	Positive feedback from pupils, staff, and families on the school's celebration of diversity



## Objective 3: Improve attendance and reduce persistent absence for disadvantaged pupils

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Analyse attendance data to identify patterns and trends, with a focus on disadvantaged pupils	Attendance Lead, SENDCO	Attendance data, data analysis software	3 months	Detailed attendance report highlighting key areas for improvement
Develop and implement a targeted attendance strategy, including early intervention, family support, and incentives	Attendance Lead, Pastoral Team	Funding for attendance initiatives, training for staff	6 months	Attendance rate for disadvantaged pupils increases by 5 percentage points
Strengthen partnerships with external agencies (e.g., social services, local authority) to provide holistic support for families facing attendance barriers	Headteacher, Pastoral Team	Contacts and referral pathways with external agencies	Ongoing	Reduction in persistent absence for disadvantaged pupils by 25%



# Child-Friendly Objectives

1.

We want to make sure that all children who need extra help can take part in all the lessons and fun activities at our school.

2.

We want everyone in our school to feel special, respected, and able to be themselves, no matter who they are.

3.

We want to help children who might find it hard to come to school every day, so they can learn and have fun with their friends.

# Impact Statement

By successfully implementing these equality objectives, Consett Infant School and Beechdale Federation will become a more inclusive, accessible, and supportive environment for all pupils, regardless of their background or additional needs. Pupils with SEND will be able to fully participate in the curriculum and wider school life, enhancing their educational experiences and outcomes. The school's culture will celebrate diversity, empowering all members of the community to be their authentic selves. Targeted strategies to improve attendance will ensure that disadvantaged pupils can access their education consistently, setting them up for success. These changes will have a positive impact on the well-being, engagement, and academic progress of all pupils at Consett Infant School and Beechdale Federation, creating an environment where every child can thrive.