



The Care Federation – Sparhawk Infant and Nursery School Equality Objectives – Action Plans

2025-26

Identified Concern Link to Objective 1 (see policy)	Due to the wide range of pupil life experiences, in an ever changing world, not all staff use the tools they have to respond rapidly to each pupil's needs.
Objective	For every staff member to have knowledge and skills to support children through a wide range of life experiences ensuring their wellbeing is strong leading to good progress within learning.
Strategy	<ul style="list-style-type: none"> • All staff to complete mental health and internet safety training. • All staff to complete Bystander training. • The federation to roll out Pol-Ed alongside existing PSHE Association Programs of Study. • Assemblies to use Pol-Ed resources to ensure they further enhance children's personal development. • Regular CPD videos from Pol-Ed resources to be shared within staff meetings and disseminated to all staff to further enhance knowledge. • PSA to work seamlessly with HoS to ensure shared thinking but that support offers are shared to create a bank of useful resources for parents. • An enhanced curriculum offer including a full range of visits and visitors instated to enable children to access unfamiliar cultures, traditions and wider experiences first hand • All classrooms to actively promote diversity through visual images and resources • Every opportunity to be taken across the curriculum to demonstrate the positive contribution made by people from all backgrounds • School Council to be active in gaining children's voice. • A range of celebrations celebrated to promote inclusion and diversity.
Lead Person/ Responsibility	CM, FJ, KH

	<p>Ensure regular subject leader time occurs for KH and that time is planned for handovers with CM/FJ.</p> <p>All staff to be aware of their responsibilities with regard to children's personal development.</p>
Success Criteria	<p>-Staff training completed and up to date to ensure solid knowledge.</p> <p>-Pol-Ed to be an embedded resource to further enhance learning, assemblies and to be an active tool for staff CPD.</p> <p>-Seamless relationship between HoS and PSA – all support for children known and a bank of resources to be built.</p> <p>-Enhanced curriculum offer to ensure breadth of personal experiences.</p> <p>-A diverse lens to be used in all offers – classroom environment, high quality texts, communication, enhanced curriculum offers.</p> <p>-School council to meet regularly and be involved in relevant decisions.</p>
Time Scale	Summer 2026
Evaluation	

Identified Concern Link to Objective 2 (see policy)	There is an increased amount of children with neurodivergent needs who are not making consistent progress.
Objective	For every staff member to have high expectations for every child, regardless of their needs, to best support them in making progress throughout their learning.
Strategy	<ul style="list-style-type: none"> • To ensure our new SENDCo has a thorough induction into the Federation. • Follow advice from Specialist Outreach Advisory Service (SOAS) <ul style="list-style-type: none"> -Assign children within our ESP a keyworker. -Ensure Speech and Language team look at communication and vocabulary offer in the ESP. -Join ESP network. -Support with planning. • Roll out Cherry Tree Tracker to additional children with SEND not in our ESP provision. • Be participants in the Partnerships for Inclusion of

	<p>Neurodiversity in Schools (PINS).</p> <p>-Use self assessment tool to distinguish support needs - 1. Leadership, Culture & Values 2. Mental Health 3. Readiness to Learn 4. Teaching and Learning 5. Environment 6. Communication</p> <p>-5 days support across the federation.</p>
Lead Person/ Responsibility	<p>CM, FJ and VM</p> <p>Ensure regular time for CM/FJ and VM to liaise.</p> <p>All staff to be aware of their responsibilities with regard to SEND.</p>
Success Criteria	<p>-SENDCo will be fully inducted and work seamlessly across the three schools.</p> <p>-All children within ESP will have a keyworker and planning will be of a high quality.</p> <p>- All environments will be vocabulary rich enabling children to develop strong language skills that use a wide range of words.</p> <p>-ESP network will be joined and engaged with.</p> <p>-Cherry Tree Tracker will be used effectively meaning learning is moved on at a good pace. It will be shared with families meaning that parental views are recorded and included in next steps.</p> <p>-Areas for PINs will be developed and staff will be upskilled in relevant areas.</p>
Time Scale	July 2026
Evaluation	

<p>Identified Concern</p> <p>Link to Objective 3 (see policy)</p>	<p>Information on our website is not currently up to date or accessible to all users and some physical access arrangements around the school are low quality.</p>
Objective	To ensure our school and its website are fully accessible, inclusive and user-friendly for all members of our community
Strategy	<ul style="list-style-type: none"> • Install contrasting colours to handrails, slopes, steps etc to support visual access • Re-instate carpark markings, including for a disabled space • Develop a children's page for each class to have tools to support their learning from home.

	<ul style="list-style-type: none"> • To ensure all areas of the website are up to date and in line with the federation. • To assign members of staff to specific parts of the website to ensure it is always up to date. • To ensure all children are represented on the website through diverse and inclusive content.
Lead Person/ Responsibility	MS to lead on premises projects CM/FJ to lead on distributing roles CM/FJ to liaise with Creative Corner All staff to be aware of their responsibilities with regard to equality and accessibility.
Success Criteria	<p>- The physical environment will support all members of the school community and beyond.</p> <p>-Regular feedback from stakeholders will be positive and reports that the website is informative and easy to access will occur.</p> <p>-All information will be written in clear and simple language ensuring it is accessible to all.</p> <p>-Regular reviews of the website will ensure it is up to date and key information is shared.</p> <p>-Children will have a good understanding of ways in which their can further support their learning from home.</p> <p>-Staff are confident in information to put forward to upload to the website.</p> <p>-All children will feel represented through the school website.</p>
Time Scale	Summer 26
Evaluation	