



Swallow Grange Equality Objectives (2026–2030)

Swallow Grange is committed to advancing equality of opportunity and ensuring that all pupils can access education in a safe, inclusive, and supportive environment.

The following objectives have been identified based on the needs of our cohort and will be reviewed annually and formally updated every four years.

Objective 1: Improve Communication Accessibility for All Pupils

Aim:

To ensure all pupils, including those with speech, language, and communication needs, can access learning, express themselves, and understand expectations.

Actions:

- Embed consistent use of visual supports (e.g. visual timetables, symbols)
- Develop staff use of simplified and structured language
- Introduce additional communication strategies where needed

Success Criteria:

- Pupils demonstrate improved understanding of routines and expectations
- Reduction in anxiety linked to communication barriers
- Increased pupil engagement in learning and interactions

Objective 2: Strengthen Staff Knowledge and Practice in Equality, SEND, and SEMH

Aim:

To ensure all staff have the knowledge and skills to deliver inclusive, equitable provision.

Actions:

- Deliver regular CPD on SEND, SEMH, equality, and diversity
- Provide training on neurodiversity and trauma-informed practice
- Monitor consistency of inclusive practice across the provision

Success Criteria:

- Improved staff confidence and consistency in practice
- Evidence of inclusive strategies in teaching and support
- Positive impact on pupil engagement, behaviour, and progress

Objective 3: Enhance Inclusive Curriculum Delivery

Aim:

To ensure the curriculum is accessible, relevant, and appropriately adapted for all pupils.

Actions:

- Continue to personalise learning through individual plans
- Review curriculum content to reflect diversity and promote respect
- Adapt teaching approaches based on pupil need and emotional readiness

Success Criteria:

- Pupils access learning at an appropriate level
- Increased engagement and participation
- Curriculum reflects a range of perspectives and experiences

Objective 4: Improve Engagement with Parents and Carers

Aim:

To ensure all parents and carers can access information and engage meaningfully with the provision.

Actions:

- Provide information in clear, accessible formats
- Offer flexible communication methods (e.g. phone, face-to-face)
- Support parents to understand their child's provision and progress

Success Criteria:

- Increased parent engagement and communication
- Positive feedback from parents and carers
- Improved shared understanding of pupil needs and support strategies

Objective 5: Continue to Develop an Inclusive and Supportive Environment

Aim:

To ensure the physical and emotional environment supports all pupils, particularly those with SEMH and sensory needs.

Actions:

- Review and adapt the environment in response to pupil needs
- Enhance access to calm and sensory spaces
- Maintain a structured, low-arousal environment

Success Criteria:

- Reduction in incidents of dysregulation
- Pupils use spaces effectively to support self-regulation
- Environment supports safety, engagement, and wellbeing

Monitoring and Review

- Progress towards these objectives will be reviewed **annually by the Senior Leadership Team**
- Objectives will be **updated every four years** (next review: 2030)
- Impact will be measured through:
 - Pupil progress and engagement
 - Behaviour and wellbeing data
 - Feedback from pupils, staff, and parents

Signed: Jayne Chudley – Managing Director 29th