Equality Objectives Action Plan 2026–2027

Objective	Rationale	Actions	Leads	Monitoring	Timeline
EO1 – Increase Recruitment of Global Majority Heritage Staff	Current staff is overwhelmingly White British, not reflective of student diversity.	1. Inclusive job adverts 2. Advertise via BAMEed and local places of worship 3. Anonymised applications 4. Inclusive recruitment training 5. University partnerships	PGR & SLT	Annual ethnicity audit Recruitment data tracking Review outreach impact	Ongoing to September 2027
EO2 – Promote Neurodiversity Awareness and Inclusion	Support neurodiverse staff and students through inclusive practices.	1. CPD on neurodiversity 2. Inclusive teaching strategies 3. Staff neurodiversity network 4. Policy/resource audit 5. PSHE inclusion	SENDCo, SLT, Inclusion Lead	Feedback CPD impact Inclusion audits	Reviewed termly; target by July 2027
E03- Ensure EAL students are supported academically and socially.	Increasing numbers of EAL students at SAC	1. Provide targeted language support 2. Translate key communications for families where required 3. Train staff on inclusive strategies for EAL learners 4. Effective tracking of EAL students	SENDCo, Subject leaders, SLT	Data drops Student voice and Staff voice and QA	Reviewed termly