

Equality Information and Objectives 2026–2030

Our Commitment to Equality

Combe Pafford School is committed to providing an inclusive environment where every pupil, member of staff, parent, carer and visitor is treated with dignity, respect and fairness.

We welcome our duties under the Equality Act 2010 and are committed to:

- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

As a special school, we recognise that every pupil has unique strengths, needs and aspirations. We work to remove barriers to learning and participation so that all pupils can achieve their full potential. Our commitment to equality is reflected within our policies, curriculum, school improvement priorities and everyday practice.

Equality Objectives 2026–2030

The Governing Board will be agreeing the following Equality Objectives for the period September 2026 to August 2030 at their next Board meeting.

Objective 1 – Enhance Pupil Voice and Participation

To increase opportunities for all pupils, including those with complex communication needs, to express their views and influence decisions that affect their education and wellbeing.

Success Criteria

- Pupil voice activities take place regularly across the school.
 - Communication support strategies are used to enable pupil participation.
 - Pupils report that they feel listened to and involved in school life.
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Objective 2 – Reduce Barriers to Learning and Participation

To ensure all pupils have equitable access to the curriculum, wider enrichment opportunities, educational visits and preparation for adulthood programmes.

Success Criteria

- Participation in enrichment activities is monitored annually.
 - Reasonable adjustments are made to maximise inclusion.
 - Pupils access a broad and balanced curriculum appropriate to their needs.
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Objective 3 – Promote Respect, Diversity and Inclusion

To further develop pupils' understanding of diversity, difference and equality, preparing them for life in modern Britain and helping them become respectful and active members of their communities.

Success Criteria

- Diversity and inclusion are reflected within the curriculum.
 - Pupils participate in activities that celebrate diversity and promote understanding.
 - Any incidents of discriminatory behaviour are recorded, addressed and reviewed.
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Objective 4 – Promote Equality of Opportunity for Staff

To ensure fair and equitable employment practices, professional development opportunities and wellbeing support for all staff.

Success Criteria

- Recruitment processes are fair and transparent.
- All staff have access to professional development opportunities.
- Staff wellbeing and inclusion are regularly considered and reviewed.