Equality Plan and Objectives

School:	Castle Newnham
Principal:	Donna Neely-Hayes
Link Governor (if appointed):	
Date published:	October 2026
Review date:	October 2027

Objective 1: Provide a range of broad educational opportunities through outside speakers, curriculum visits and wider experiences that raise awareness of different cultures			
Key Action(s)	**Lead**	**Target Date**	**Review / Outcome / End of cycle impact assessment**
Arrange visits to places of worship for CN pupils e.g. Mandir, Gurdwara, Mosque, local churches; inviting faith speakers to school; other cultural experiences in/out of school			*To be completed at annual review*
Promote theme days throughout the academic year with a focus on different cultures, including a focus in lessons, food in the canteen and celebration in assemblies			

Objective 2: Continue to create a curriculum that is culturally and ethnically diverse across all subject areas through a broader range of texts in English, cultures studied in Geography, perspectives of different ethnic groups at major historical events, etc.			
Key Action(s)	**Lead**	**Target Date**	**Review / Outcome / End of cycle impact assessment**

Look for opportunities in the curriculum that tie in and focus on events and celebrations outlined in the calendar			*To be completed at annual review*

Objective 3: Improving the physical environment			
Key Action(s)	**Lead**	**Target Date**	**Review / Outcome / End of cycle impact assessment**
Consider how to incorporate gender neutral toilets across both school sites	JH/LC		*To be completed at annual review*
Audit across both sites for disabled access			
Prayer room on both sites			

Objective 4: Improving delivery of accessible information			
Key Action(s)	**Lead**	**Target Date**	**Review / Outcome / End of cycle impact assessment**
Ensuring that information is available in a variety of formats and languages.	LS/KW/EB		*To be completed at annual review*
Ensure that the website is accessible and any output is also presented in an accessible format.	CL/LS		