



Ashbrook's five equality objectives for 2026-2027

- **Language Proficiency and Support: Objective: To ensure that all students, including those with English as an Additional Language (EAL), have equitable access to language support services.** 95/166: 57% EAL at Ashbrook (Sep 2026)
Action Steps:
 - Use Wellcomm assessment program to identify language needs and plan personalised or group next steps and interventions..
 - Provide additional support resources such as bilingual materials and visual scaffolds and supports.
 - Continue to draw on the breadth of skills from staff speaking multiple languages.
 - Regularly assess language proficiency and tailor support accordingly. Using Bell Foundation resources.
- **Cultural Inclusivity: Objective: To promote a culturally inclusive environment that values and celebrates the diversity of the pupil population.**
Action Steps:
 - Review and refine diverse cultural perspectives in the curriculum representing the current and ever-changing Ashbrook demographic.
 - Organise multicultural events and activities that highlight and celebrate the backgrounds of pupils.
 - Provide professional development opportunities for staff on cultural sensitivity and awareness.
- **Parental Involvement: Objective: To increase parental involvement and engagement, particularly among families where children have additional needs or barriers.** (Including EAL, PP, safeguarding, SEND).
Action Steps:
 - To highlight the multiple languages spoken by staff across Ashbrook to support communication access for parents.
 - Create a supportive and understanding culture among pupils to reduce stigma around EAL, SEND and other vulnerabilities.
 - Provide translated communication or signpost digital tools for materials and newsletters.
 - Hold 'Parent Panels', leading a parent-school partnership to encourage collaboration in children's learning.
- **Physical and Mental Wellbeing: Objective: Promote the physical and mental wellbeing of all pupils by creating a safe, supportive and nurturing school environment.**
Action Steps:
 - Work with external providers to support physical and mental wellbeing for all.
 - Use pupil leaders to support programs that focus on physical activity, healthy eating, and overall wellbeing.
 - Provide signposting to mental health resources and support activities for pupils and families.
 - Foster belonging in our school culture, discouraging bullying and promoting empathy and unity.
- **Social Integration: Objective: To foster social integration and positive peer relationships among all students.**
Action Steps:
 - Implement buddy system through the Play Rangers role and raised profile and work in partnership with Two Mile Ash and Holmwood schools as part of PATH.
 - Organise inclusive extracurricular activities and clubs as part of PATH and wider IFtL collaboration.

These equality objectives aim to create a holistic approach to inclusivity, ensuring that all students have equal opportunities to thrive in the school environment, regardless of their background or individual characteristics. Regularly assessing progress and adapting strategies will contribute to a continuously improving and equitable school community.