Sir James Knott Nursery School and Nest Equality Action Plan 2026-2030

Objective 1 Ensure every child has equal access to high-quality early education

Academic year: 2026-27 **Sites covered:** Sir James Knott Nursery School and Nest **Date updated:** Revised template for 2026-27

Objective leads: Headteacher/SENDCo, Room Leads and School Business Manager

Milestones: By July 2027, establish a consistent approach to identifying and removing barriers at both sites. Review annually and check participation termly.

Success measures: Both sites complete an annual accessibility review. Each agreed adjustment has a named lead and review date. Termly reviews show how adjustments support participation and where further action is needed.

Starting point: Record current practice, barriers and any differences between the two sites.

Action	Evidence to gather	Site or rooms	Named owner	Due date	Status
Review access to indoor and outdoor learning, routines, visits and events at both sites.	Accessibility reviews and an agreed list of barriers and priorities.				
Agree reasonable adjustments with families and relevant professionals, and review how well they help children take part.	Anonymised examples of adjustments and changes in participation.				
Plan resources and environments around physical, sensory and communication needs. Link actions to the accessibility plan.	Updated accessibility plan and evidence that changes are helping children participate.				

Termly review

Term and date	What changed and who benefited?	Next action, owner and review date
Autumn		
Spring		
Summer		

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Objective 2 Close gaps in achievement and support strong progress for all groups of children

Academic year: 2026-27 **Sites covered:** Sir James Knott Nursery School and Nest **Date updated:** Revised template for 2026-27

Objective leads: Curriculum and Assessment Lead and SENDCo

Milestones: From 2026–27, review progress and participation each term, with particular attention to communication, language and personal development.

Success measures: Termly reviews record barriers, agreed actions and impact. Families help review next steps for children receiving additional support. Annual evaluation considers whether gaps are narrowing and where further action is needed.

Starting point: Record current practice, barriers and any differences between the two sites.

Action	Evidence to gather	Site or rooms	Named owner	Due date	Status
Review progress from each child's starting point. Use observations and assessments to explore patterns in participation and progress.	Termly summary of patterns, strengths and barriers in provision.				
Agree and review support with families. Value home languages and use accessible communication.	Examples of agreed next steps and how support has helped.				
Consider barriers linked to disability, ethnicity, language or financial circumstances. Review progress gaps and adjust provision as needed.	Anonymised comparison with the starting point and agreed next actions.				

Termly review

Term and date	What changed and who benefited?	Next action, owner and review date
Autumn		
Spring		
Summer		

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Objective 3 Help children understand difference, respect and inclusion

Academic year: 2026-27 **Sites covered:** Sir James Knott Nursery School and Nest **Date updated:** Revised template for 2026-27

Objective leads: Curriculum and Assessment Lead and Room Leads

Milestones: By July 2027, review how every room's resources and experiences reflect the diversity of the community and wider world. Review annually thereafter.

Success measures: Each room reviews representation annually and addresses gaps. Termly observations show adults modelling respectful language and how children are learning to include others in age-appropriate ways.

Starting point: Record current practice, barriers and any differences between the two sites.

Action	Evidence to gather	Site or rooms	Named owner	Due date	Status
Review books, displays, role-play materials and experiences for positive representation of disability, ethnicities, faiths, cultures and family structures.	Room reviews showing strengths and gaps in representation.				
Update resources and experiences where gaps are found. Invite contributions from families who wish to share them.	Examples of changes to provision and how children engage with them.				
Model respectful language, challenge stereotypes and help children include others in everyday play and interactions.	Termly observations of adult practice and children's participation.				

Termly review

Term and date	What changed and who benefited?	Next action, owner and review date
Autumn		
Spring		
Summer		

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Objective 4 Strengthen partnership with families so every voice is heard and valued

Academic year: 2026-27 **Sites covered:** Sir James Knott Nursery School and Nest **Date updated:** Revised template for 2026-27

Objective leads: Headteacher, School Business Manager and Key Persons

Milestones: By July 2027, invite every family to share their communication and access preferences. Review these as circumstances change.

Success measures: Every family is invited to share their preferences. Each consultation offers a way to respond without using a digital platform. The annual summary explains what families said and what changed.

Starting point: Record current practice, barriers and any differences between the two sites.

Action	Evidence to gather	Site or rooms	Named owner	Due date	Status
Ask families how they prefer to stay in touch and what would help them take part. Review preferences when needs change.	Record of invitations and communication preferences.				
Provide accessible formats, interpretation or other support as needed. Offer ways to respond in person, by phone and through surveys.	Consultation materials showing accessible and non-digital options.				
Review whose views we are hearing. Offer other ways to contribute and tell families what changed because of their feedback.	Anonymised feedback and an annual “You said, we did” summary.				

Termly review

Term and date	What changed and who benefited?	Next action, owner and review date
Autumn		
Spring		
Summer		

Annual Equality Review

Academic year: _____ **Review date:** _____ **Completed by:** _____

Use the termly reviews to summarise progress across both sites for governors. Use anonymised evidence and take care when reporting on small groups.

Objective	Evidence of progress and impact	Barriers that remain and agreed next steps
1. Equal access		
2. Achievement and progress		
3. Difference, respect and inclusion		
4. Family partnership		

Reporting and follow-up

Governor reporting date _____

Decisions or support agreed _____

Annual equality information update Date _____ Lead _____

Next review date _____