



HOMEBROOK WOODS

Independent Special School

Ages 5–11

**Autism Spectrum Condition (ASC), Speech, Language and Communication
Needs (SLCN) and Associated SEND**

Equality Information and Objectives

Version 1.0

September 2026

Our Commitment

Homebrook Woods is committed to promoting equality, diversity, inclusion and respect throughout all aspects of school life. We believe every child has the right to feel safe, valued, respected and able to achieve their full potential regardless of disability, race, sex, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, age, marriage or civil partnership.

As a specialist independent school, we recognise that many of our pupils experience barriers to learning and participation. We are committed to identifying and removing these barriers through inclusive practice, reasonable adjustments and a personalised approach to education.

Equality Information

The school will:

- eliminate unlawful discrimination, harassment and victimisation;
 - promote equality of opportunity for all pupils, staff and visitors;
 - foster positive relationships, understanding and respect between different groups;
 - make reasonable adjustments to ensure pupils with disabilities can fully access education;
 - promote an inclusive curriculum that reflects diversity and encourages respect for others;
 - monitor equality within admissions, curriculum access, behaviour, attendance, exclusions and safeguarding;
 - ensure recruitment, employment and professional development are based on merit and free from discrimination.
-

Protected Characteristics

Homebrook Woods recognises the protected characteristics contained within the Equality Act 2010:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
-

Equality Objectives (2026–2029)

Objective 1

Continue to develop an inclusive curriculum that reflects the diverse backgrounds, experiences and identities of all pupils while promoting respect, tolerance and understanding.

Objective 2

Ensure all pupils, regardless of their needs or abilities, can fully participate in learning, enrichment activities and school life through personalised planning and reasonable adjustments.

Objective 3

Provide ongoing professional development for staff to strengthen understanding of equality, diversity, neurodiversity, trauma-informed practice and inclusive communication.

Objective 4

Monitor attendance, behaviour, safeguarding, exclusions and educational outcomes to identify and address any inequalities for individual pupils or groups.

Objective 5

Work in partnership with parents, carers, commissioners and external professionals to promote equality of opportunity and remove barriers to learning and participation.

Monitoring

The Proprietor and Headteacher will review progress against these objectives annually as part of the school's self-evaluation and school improvement planning.

Equality objectives will be reviewed every four years or sooner if legislation or school circumstances require.