

Acorn Academy

Accessibility Statement

Acorn Academy Core Values

We aspire to enjoy, enrich and achieve the Acorn Way.....

A - All encouraged to enjoy and achieve.
C - Children are the centre of everything we do.
O - Offering inspiring and enriching experiences.
R - Respect for each other.
N - Nurturing to be the very best we can be.

From Little Acorns.....Mighty Oaks Grow!

Acorn Academy seeks to foster warm, welcoming and respectful environments, which allow us to challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning. We are committed to creating inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

Equality Objectives	Protected characteristic	Aim	Objective	Target group(s) *e.g. whole school, girls, boys, SEN, staff etc.*	Action	Who's responsible	Dates - from and to:	Milestone/ progress
All aims of duty	All protected characteristics	To monitor trends or patterns in pupil data	To monitor and analyse pupil achievement for all target groups.	All pupils SEND PPG	To take any necessary action and put in additional support for pupils where needed	Leadership Term	Sept 2026 – Sept 2029	**Sept 2026 Date monitored to ensure all pupils are making at least good progress**
Eliminate discrimination, harassment and victimisation Fostering good relations	All	To ensure pupils are accepted for who they are and that any discrimination is challenged. Appreciate and value the differences in others including SLCN.	Challenge stereotypes- gender, ethnic background, culture, religion, ability. Build on pupil awareness so that pupils can detect bias and challenge discrimination.	Whole school	Actively engage in initiatives to tackle discrimination.	All staff Governors	Sept 2026 – Sept 2029	**Sept 2026 Curriculum planned and monitored carefully**
All aims of duty	All protected characteristics	To increase parental and pupil engagement	To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement	All pupils and parents	To increase parental and pupil engagement	Leadership team Governors	Sept 2026 – Sept 2029	**Sept 2026 Activities planned carefully to increase potential involvement. Office staff support sharing of information to ensure accessible for all.**