Tarbiyyah Global Academy
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EQUALITY, DIVERSITY AND ACCESSIBILITY POLICY

Including the Academy's Digital Accessibility Plan

ACADEMIC YEAR 2026 – 2027

Policy name	Equality, Diversity and Accessibility Policy 2026–2027
Applies to	All pupils, parents, staff, trustees and volunteers of Tarbiyyah Global Academy
Policy owner	Headteacher
Approved by	Ustadh Abu Zayn Haneef Sandhar, Headteacher
Agreed with	The Chair of Trustees, Tarbiyyah Education Trust
Date of issue	1 September 2026 (version 1.2)
Next review due by	31 August 2027
Read alongside	SEND and Inclusion Policy; Admissions Policy; Anti-Bullying and Cyberbullying Policy; Curriculum Policy; Live Lesson Protocols
Availability	Published on the Academy website and Parent Portal. Available in large print or another accessible format on request.

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1. Our Commitment

Allah says: "O mankind, We have created you from male and female and made you peoples and tribes that you may know one another. Indeed, the most noble of you in the sight of Allah is the most righteous of you." (Al-Hujurat 49:13). Our pupils come from many countries, cultures and backgrounds. Tarbiyyah Global Academy is committed to treating every pupil, parent and member of staff fairly, with dignity and respect, and to removing barriers so that everyone can take full part in Academy life.

2. Legal Framework

The Academy complies with the Equality Act 2010, which protects people from discrimination, harassment and victimisation because of the protected characteristics: age, disability, gender

reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The Act includes specific exceptions for schools with a religious character, including in relation to religious worship and admissions, which the Academy applies lawfully. The Academy also has regard to the OEAS standards and the Public Sector Equality Duty principles as good practice.

3. What We Will Do

- Ensure admissions, assessment, behaviour and exclusion decisions are fair and free from discrimination.
- Make reasonable adjustments for disabled pupils, parents and staff, including auxiliary aids and services.
- Challenge and record prejudice-related incidents and bullying.
- Ensure the curriculum reflects the diversity of our community and teaches respect for all people, in line with our Islamic values.
- Recruit, train and promote staff fairly.
- Ensure communications and platforms are accessible.

4. Equality Objectives

Objective	Measure
Ensure pupils with SEND make progress in line with their peers	Termly progress data by SEND status
Ensure pupils in all time zones have equitable access to live teaching and support	Attendance and engagement by time zone; Flexible Learning take-up
Reduce prejudice-related incidents and ensure all are resolved	Incident log; pupil survey on feeling safe and respected
Ensure all Academy platforms meet WCAG 2.2 AA accessibility	Annual accessibility audit

These objectives are reviewed by trustees each year.

5. Digital Accessibility Plan

In a physical school, an accessibility plan focuses on ramps, lifts and classrooms. For TGA, it focuses on access to the curriculum, to information, and to our digital platforms.

Area	Actions	Timescale
Access to the curriculum	Captions and transcripts in live lessons; Immersive Reader; recorded explanations; adapted resources; assistive technology; flexible camera arrangements	From launch; reviewed termly
Access to information	Policies and letters available in large print, accessible PDFs and plain-English summaries; key information available in other languages on request. The website's Policies page lets families search the policies, jump to a group, and request any policy in another format	From launch

Area	Actions	Timescale
Digital platforms	Website and portals built to WCAG 2.2 AA (keyboard access, colour contrast, screen reader support, reduced motion); annual accessibility audit	Launch and annually
Assessments	Access arrangements (such as extra time and rest breaks) set up in the Student Portal and Forms; alternative formats where needed	Ongoing
Staff	Training on accessible teaching and inclusive online practice	Annually

This plan runs from January 2027 to January 2030 and is reviewed annually.

6. Reporting and Responding

Discrimination, harassment or prejudice-related bullying can be reported to any member of staff and is investigated and recorded. Pupils' concerns are handled under the Anti-Bullying and Cyberbullying Policy and the Behaviour and Online Conduct Policy; parents' and staff concerns under the Concerns and Complaints Policy or staff grievance procedure.

7. Monitoring and Review

The Headteacher reports annually to trustees on equality objectives, the accessibility plan and incidents. This policy is reviewed annually.

Approved by: Ustadh Abu Zayn Haneef Sandhar, Headteacher · Next review due: 31 August 2027 · Tarbiyyah Global Academy · A specialist education, rooted in faith