



Accessibility Plan 2020 - 2023

Development	Time	Outcomes/cost implications	Key Personnel
<p>Promote equality and tackle any form of discrimination.</p> <p>Continue to promote equal opportunities and positive attitudes to all pupils/staff.</p> <p>Audit of information</p> <p>Questionnaire issued to all parents/carers when they start school regarding disability – parent or child.</p> <p>Questionnaire for new staff to establish disabilities.</p>	<p>On-going</p> <p>Start of each year and as new children arrive</p> <p>Given to new staff</p>	<p>All pupils are treated equally and any kind of discrimination is tackled instantly. Equal ops. Discussed at all staff levels and procedures in place to report any incidents of discrimination. New initiatives always take account of equality and diversity</p> <p>Through INSET, monitoring of planning, tracking, feedback of other monitoring etc</p> <p>Key information communicated appropriately and appropriate support put in place for children, staff and the wider school community Identify disabilities and views on current provision for children with SEN/disabilities As result of audit ensure appropriate provision in place.</p> <p>Necessary amendments to the Equality Action</p>	<p>All staff</p> <p>SLT</p> <p>New staff/SLT</p>

<p>Monitoring of SEND – pupil interviews/planning and work scrutiny/learning walks/tracking etc</p>	<p>Termly</p>	<p>Plan as a result of information gathered from the audit.</p> <p>Address any issues raised.</p> <p>Termly progress meetings and groups identified on planning. Feed back to Governors.</p>	<p>SEND Triad</p>
<p>Monitor and track groups of children to ensure equality of access/progress across the curriculum.</p>	<p>On-going and termly</p>	<p>Make any adaptations necessary to allow access for all.</p> <p>Monitor regularly and address issues as arise.</p>	<p>SLT SEND Triad</p>
<p>Physical Access Consider any physical access issues, particularly for new pupils.</p>	<p>On-going</p>		<p>SLT</p>
<p>Monitor access issues for children and parents with a disability.</p>	<p>On-going</p>		<p>SLT</p>
<p>Ensure that accessible toilets are available for pupil use if necessary.</p>	<p>On-going</p>		<p>SLT</p>
<p>Curriculum</p>			

Throughout the teaching of our curriculum we ensure that equal opportunities and diversity are promoted.	On-going	Ensure the curriculum promotes equality and diversity. Positive, inclusive ethos within school. Greater understanding of the challenges some people with a disability encounter.	SLT/all staff
Obtaining and transfer of information / data on new pupils who have disabilities to aid forward planning.	Annually In year as appropriate	Other appropriate adaptations considered and effected for all identified pupils. Clarity of information during induction and transition-to include both children who are identified as SEND as well as children who have a disability and part of another group.	SEND Triad/SENDco GMJS HT's of Infant and Junior schools, links with feeder nurseries SLT/All teachers
Analyse achievement and attainment to ensure progress for all.	On-going	Use all available information to set suitable learning challenges for all. Respond to pupils' diverse needs and overcome any potential barriers to learning.	SLT/SEND Triad/all staff
Attendance Review attendance and exclusion data to ensure no over-representation of each group.	On-going	Address any issues	SLT, SENDco, Attendance officer
Information access			

Update school website and ensure access to policies etc for all.	On-going		SLT Website lead
Provide any access requirements identified by parents on questionnaires; they may need e.g enlarged print for newsletters, translators, communication via telephone.	On-going	Accurate information in place and accessible Ensure all have access to information as necessary.	SLT/office staff/all staff
Ensure relevant policies/ information given reflects equality and diversity policy	On-going	Headteacher to stress school ethos, sensitivity and positive attitude towards disabilities and all groups and access arrangements during induction meetings and within school prospectus.	SLT/SEND Triad/all staff
Ensure all information shared is non-stereotyping about different groups of people.		Monitor policies/ information given and ensure they reflect equality and diversity policies.	SLT/teachers
Publish information on website about how pupil premium has been spent and feedback annually to Governors.	On-going	Pupil Premium has had an impact on achievement and welfare of pupils eligible to receive it and details of how it has been spent have been published on website.	SLT/Pupil Premium Champion
Public Sector Duty Policy to be	On-going	Duty reviewed by staff and Governors	SLT/staff/Governors

reviewed annually.

Monitoring

Pupil's progress is monitored and tracked.

Through quality assurance procedures such as lesson observations, monitoring of planning, talking to the children, ensure the school meets its duty to positively promote diversity.

Track groups of pupils through the school and ensure all groups are progressing well.

Diversity is positively promoted and checked through lesson observations, discussions with children, monitoring planning, outcomes etc.

SLT

Teachers/SLT/SEND Triad