

Alanbrooke Equalities and Accessibility Action plan

2016-2018 Target	Tasks	Timescale	Resources	Responsibility	Monitoring
Curriculum promotes and supports equality across all protected characteristics	<p>Monitor medium term planning as it develops to ensure opportunities are being developed across the curriculum.</p> <p>Monitor resources and displays across school to ensure good representation of different characteristics</p> <p>Purchase new resources as indicated by monitoring</p> <p>Pupil voice work to establish impact and attitudes</p>	<p>Annual and whenever additional resources are being sourced</p> <p>Autumn 2016</p> <p>As part of annual monitoring.</p>	<p>Monitoring time</p> <p>£250 est. annual</p>	HT	Governors
Access to Curriculum Ensure ICT appropriate for pupils with disabilities.	<p>Review accessibility of information retrieval resources (including books tablets & whiteboards)</p> <p>Prioritise purchase of ICT resources to enable internet and electronic access to information in different formats and print sizes.</p>	Summer Term 2017	£2,000	Computing Co & SENCo	SLT
Access to Curriculum Create effective learning environments for all utilising feedback from pupil groups.	<p>Reinforce responsibilities of all teachers as outlined in the National Curriculum Inclusion Statement.</p> <p>Circulate "Reasonable Adjustments" Classroom Checklist to all staff. Ensure all classrooms and resources are organised in accordance with pupil need.</p> <p>Ongoing programme of staff training in disability awareness to reflect diverse needs of students within the school and anticipatory duties.</p> <p>Consult with any children with disabilities, minimum annually and on admission.</p>	Ongoing	<p>Circulation of checklist Summer 2017</p> <p>and annual focus each year</p>	All staff	<p>SENCo through lesson observations and sampling lesson planning</p> <p>SLT and Governors</p>

<p>Access to wider curriculum Increase participation in school activities by children with any protected characteristic and their families.</p>	<p>Audit participation in extra-curricular activities and identify any barriers. Ensure school activities are accessible to all students and appeal, for example, to boys and girls. Investigate TA flexibility to cover extra-curricular activities if needed.</p>	<p>Annual starting summer 2017</p>	<p>Governors to identify contingency budget for TA cover for extra-curricular activities if needed. Training needed on risk assessments for trips and extra-curricular activities.</p>	<p>Headteacher Governors</p>	<p>Leadership Team Governors</p>
<p>Impact Analysis Ensure all policies consider the implications of Disability Access.</p>	<p>Analyse impact of Behaviour Code, School Rules, Anti-Bullying Policy, Educational Visits, policy for meeting medical needs in relation to pupils with disabilities. Review in line with RRSA. Involve School Council in all reviews. Consult pupils and staff on any proposed changes. Introduce new policies .</p>	<p>Summer 2017 Autumn 2017</p>	<p>Leadership Team and SENCo time to review policies.</p>	<p>Leadership Team and SENCo</p>	<p>Governors</p>
<p>Premises Increase site access to meet diverse needs of pupils, staff, parents and community users.</p>	<p>Review personal evacuation plans. Improve signage of evacuation procedures, access to buildings Further secure entrance creating secure lobby with disabled access functionality.</p>	<p>Annual in Autumn term Ongoing Summer 2017</p>	<p>Improvements to entrance and safeguarding</p>	<p>HANDS SLA HT</p>	<p>SLT</p>
<p>Attitudes</p>	<p>Review PSHE Curriculum Create opportunities for build in UN convention for ROC RRSA.</p>	<p>Summer Term 17</p>	<p>£150 for any new resources</p>	<p>HT SLT</p>	<p>Leadership Team and Governors</p>