

Emmbrook Infant School Accessibility Plan 2017-2020

Equality Duty	Area to be addressed	Strategies planned for 2017-18	Goals achieved + impact	Date completed	Evaluation	Strategies still to do
<p>Disability</p> <p><i>We will consider the needs of all people in school including:</i></p> <ul style="list-style-type: none"> • <i>pupils who may be disabled but not have a statement of special educational need nor be on any stage of special needs assessment</i> • <i>teachers and other school staff</i> • <i>Governors</i> • <i>all visitors to school</i> 	<p>Ensure all displays are of muted tones where possible.</p> <p style="text-align: center;">~</p> <p>Disabled access to the front of school is improved with ramp access built into the front steps. SIP 9:4*</p> <p>Relocation of disabled parking</p> <p style="text-align: center;">~</p>	<p>Seek SENCo advice Display policy</p> <p style="text-align: center;">~</p> <p>Review existing Capital projects to plan installation of ramp and relocation of disabled parking bay.</p> <p>Obtain 3 quotes for the work</p> <p>Consult with a registered builder re health and safety requirements</p> <p style="text-align: center;">~</p>	<p>School environment is not overly busy with colour so sensory impact is reduced.</p> <p style="text-align: center;">~</p>			
<p>Gender</p> <p><i>We believe that girls and boys should have equal access to all aspects of school life, including the curriculum, subject choices and extra-curricular activities. It may be necessary for children to receive different treatment in order to ensure that both girls and boys achieve to their full potential.</i></p>	<p>Pupils see challenge as an opportunity for growth SIP3:3</p> <p>Positive encouragement to attend all After School Clubs regardless of gender.</p>	<p>All pupils are confident in applying Deeper Learning skills to challenges set</p> <p>Teachers reinforce and praise effort and perseverance over success (Growth mindset)</p> <p style="text-align: center;">~</p> <p>Teacher links to families</p> <p>Use of PPG to support pupils access to Club activities</p>				

Equality Duty	Area to be addressed	Strategies planned for 2017-18	Goals achieved + impact	Date completed	Evaluation	Strategies still to do
<p>Employee rights</p> <p><i>As an employer, Emmbrook Infant School is committed to the employment policies and practices of Wokingham Borough Council for every member of staff, including part-time, supply and ancillary staff. This also includes opportunities for professional development. We will ensure that our procedures are fair, honest and open.</i></p>	<p>TA lead ensures the voice of the TA is heard and feedback to SLT. SIP 6:3</p>	<p>Dawn Harvey will be Lead TA and will run termly TA meetings where staff will be updated and can raise concerns or questions that will be feedback to SLT.</p> <p>DH to mentor new TAs through monthly training workshops</p>	<p>Professional and role development for support staff</p>			
<p>Race & Religion</p> <p><i>We believe that our school must be a safe place for everyone and we are committed to</i></p> <ul style="list-style-type: none"> • <i>tackling racial discrimination</i> • <i>promoting equality of opportunity and good race relations</i> 	<p>All Diverse groups make at least expected progress from starting points/EOEYFS in reading, writing and maths SIP 1:3</p> <p>Leaders from all faiths visit school, or children visit places of worship across the county as part of Respect and Curiosity, SIP4:5</p> <p>Planning explicitly refers to Core Values SIP4:2</p>	<p>SENCO and HT to track interventions and diverse group progress. Pupil Progress meetings to focus on progress of Diverse groups. Book scrutiny focusing on diverse groups –Aut 17. Structured conversations to ensure parental engagement. TA Training in recognising underachievement. SLT and staff to monitor progress through termly book scrutinies.</p> <p>Long term plans are audited and amended to reflect experience of all faiths. HT/RE Lead to liaise with visitors re Core Values and what they can offer in assemblies/ workshops. Parents are invited in and informed via the Newsletter when religious visitors come into school to deliver workshops etc.</p> <p>Strong evidence in Faiths and Celebrations Books Core values clearly evidenced in long term planning</p>				

(*SIP 9:4 refers to links with the current School Improvement Plan and the 4th item of the 9th priority in that plan)

Review and Responsibilities

Date of Plan:	Autumn Term 2017
Date of Review:	Autumn Term 2018
Member of Staff Responsible:	Mrs Corrina Gillard
Governors' Committee Responsible:	Children & Learning
This initial plan was drawn up by a working group comprising of:	Governors-Resources Committee, Headteacher and School Business Manager
The plan was approved by the Governing Body on:	Autumn Term 2017
The plan is available in alternative formats from:	The School Office
Alternative formats available:	e-mail, enlarged print