

## Emmbrook Infant School Accessibility Plan 2017-2020



	Area to be addressed	Strategies planned for 2017-18	Goals achieved + impact	Date completed	Evaluation	Strategies still to do
<p><b>Disability</b></p> <p><i>We will consider the needs of all people in school including:</i></p> <ul style="list-style-type: none"> <li>• <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></li> <li>• <i>teachers and other school staff</i></li> <li>• <i>Governors</i></li> <li>• <i>all visitors to school</i></li> </ul>	<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. <b>SIP 9:4*</b></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>2 quotes obtained. Both very expensive And would prevent other capital projects taking place.</p>	<p>Staff training completed Summer 2018.</p>	<p>Fewer colours are used across the school.</p> <p style="text-align: center;">~</p> <p>School does have disabled access and so this project will be put on hold.</p>	<p>SENCO to monitor termly.</p> <p style="text-align: center;">~</p> <p>Reconsider 19/20</p>
<p><b>Gender</b></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 <b>SIP3:3</b></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>	<p>This is an on-going priority in the SIP.</p> <p style="text-align: center;">~</p> <p>All PPG pupils targeted to attend at least one club per term.</p>	<p>Staff training completed Autumn 2018.</p>	<p>Review July 2019</p>	<p>This objective is on-going through to July 2019</p>



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<b>Equality Duty</b>	<b>Area to be addressed</b>	<b>Strategies planned for 2017-18</b>	<b>Goals achieved + impact</b>	<b>Date completed</b>	<b>Evaluation</b>	<b>Strategies still to do</b>
<p><b>Employee rights</b></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. <b>SIP 6:3</b></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>On going but half-termly meetings are taking place.</p>	<p>Meetings have been received very positively by TAs.</p>	
<p><b>Race &amp; Religion</b></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"> <li>• <i>tackling racial discrimination</i></li> <li>• <i>promoting equality of opportunity and good race relations</i></li> </ul>	<p>All Diverse groups make at least expected progress from starting points/EOEYFS in reading, writing and maths <b>SIP 1:3</b></p> <p>Leaders from all faiths visit school, or children visit places of worship across the county as part of Respect and Curiosity, <b>SIP4:5</b></p> <p>Planning explicitly refers to Core Values <b>SIP4:2</b></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>	<p>School data highlights academic success of all diverse groups 2017/18.</p> <p>Leaders from all faiths lead in school 2018/19 except Muslim leaders. Visitors deliver assemblies on Core Values.</p> <p>F&amp; C books strongly evidence core values</p>	<p>First data Jun 2018</p>	<p>No gap in academic outcomes for diverse groups.</p>	<p>Review 2018/19 data.</p> <p>RE lead to contact local mosques</p> <p>School to apply for Values Based Education School</p>



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

### Review and Responsibilities

<b>Date of Plan:</b>	Autumn Term 2017
<b>Date of first Review:</b>	Autumn Term 2018 completed
<b>Date of second review</b>	Autumn 2019
<b>Member of Staff Responsible:</b>	Mrs Corrina Gillard
<b>Governors' Committee Responsible:</b>	Children & Learning
<b>This initial plan was drawn up by a working group comprising of:</b>	Governors-Resources Committee, Headteacher and School Business Manager
<b>The plan was approved by the Governing Body on:</b>	Autumn Term 2017
<b>The plan is available in alternative formats from:</b>	The School Office
<b>Alternative formats available:</b>	e-mail, enlarged print