

Emmbrook Infant School Accessibility Plan 2021-2024



	Area to be addressed	Strategies planned for 2021-24	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 consideration is given to displays being of muted tones where possible.</p>	<p>Seek SENCo advice Display policy</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>Staff training completed Summer 2021.</p>	<p>Fewer colours are used across the school.</p>	<p>SENCO to monitor termly.</p>
	<p>Disabled access to the front of school is improved with ramp access built into the front steps.</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>Full access for all disabled users and pushchairs.</p>	<p>TBC</p>		
	<p>Consult with a registered builder re health and safety requirements</p> <p style="text-align: center;">~</p>					
<p>Medical Needs</p> <ul style="list-style-type: none"> • <i>Type 1 diabetes</i> • <i>Toileting-Hirschsprung's disease</i> 	<p>Staff supervision to ensure safety and access to the full curriculum</p>	<p>Continued training of key staff Liaison with Diabetic Nurse Medical Plan in place and agreed by parents.</p>	<p>Full access to the school curriculum-medical needs addressed.</p>	<p>On- going for new members of staff</p>	<p>All medical needs met.</p>	<p>Mrs Barrett to update medical plans as appropriate.</p>
	<p>Toileting needs and supervision</p>	<p>Liaison with parents and medical practitioner Medical Plan in place and agreed by parents. Allocate member of staff to supervise changing and cleaning. Training in Hirschsprung's Disease for appropriate staff.</p>	<p>Hygiene standards met.</p>			

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<p>Gender <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</p> <p>Positive encouragement to attend all After School Clubs regardless of gender.</p> <p>Positive female role models in the curriculum linked to historically male jobs.</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) Girls Able Maths Group~ Teacher links to families Use of PPG to support pupils access to Club activities</p> <p>Review of curriculum- significant historians and scientists etc. Share with parents. Training for all staff in gender equality to ensure consistent messages are given.</p>	<p>This is an on-going priority in the SIP.</p> <p>All PPG pupils targeted to attend at least one club per term.</p> <p>All pupils and staff do not see roles in society as gender specific. Girls aspire to be scientists etc.</p>	<p>Staff training on-going while a SIP priority.</p> <p>July 2023</p>	<p>Review July 2022</p> <p>85% PPG pupils attended an after school club</p> <p>Pupil conferencing</p>	<p>This objective is on-going through to July 2022</p> <p>Complete curriculum review.</p>
Equality Duty	Area to be addressed	Strategies planned for 2021-24	Goals achieved + impact	Date completed	Evaluation	Strategies still to do
<p>Employee rights <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.</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>Group of governors to undertake Safer Recruitment training 2022</p>	<p>Professional and role development for support staff</p> <p>TBC</p>	<p>On going but half-termly meetings are taking place.</p> <p>TBC</p>	<p>Meetings have been received very positively by TAs.</p> <p>TBC</p>	



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<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</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. Structured conversations to ensure parental engagement. TA training in recognising underachievement. SLT and staff to monitor progress through termly book scrutinies.</p>	<p>School data highlights academic success of all diverse groups 2018/19.</p>	<p>First data July 2021</p>	<p>No gap in academic outcomes for diverse groups.</p>	<p>Review data.</p>	
	<p>Leaders from all faiths visit school, or children visit places of worship across the county as part of Respect and Curiosity,</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>Leaders from all faiths lead in school Visitors deliver assemblies on Core Values.</p>	<p>July 2019 And on going</p>	<p>All children attend assemblies and workshops to learn about all faiths from religious leaders.</p>	<p>RE lead to contact local mosques</p>	<p>School to apply for Values Based Education School</p>
	<p>Planning explicitly refers to Core Values</p>	<p>Strong evidence in Faiths and Celebrations Books. Core values clearly evidenced in long term planning.</p>	<p>F& C books strongly evidence core values</p>	<p>On-going</p>			
	<p>Cultural representation in the curriculum</p>	<p>Curriculum review to ensure Curriculum reflects the multi-cultural society we live in, including the study of significant historians and scientists etc from all races. Pupils see their culture represented in the curriculum. Training for all staff using Mirrors and Windows.</p>	<p>Long term plans and curriculum documents evidence the diversity of our curriculum.</p>	<p>July 2021</p>	<p>Curriculum reflects the diversity of modern Britain and the Emmbrook community.</p>		
	<p>Equity statement in school role adverts.</p>	<p>School adverts for roles in school include an equality statement that encourages people from the 7 protected characteristics to apply.</p>	<p>Applications for roles reflect the diversity of our community. Our school is seen as one that welcomes and</p>	<p>May 2021 and on-going</p>	<p>Adverts contain an equity statement. [people from the 7 protected</p>		

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			does not discriminate.	characteristics apply for roles in school.	
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Review and Responsibilities

Date of Plan:	Autumn Term 2017
Date of first Review:	Autumn Term 2018 completed
Date of second review	Autumn 2019 completed
Date of third review	Spring 2021
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