Accessibility Plan: Equality Act 2010

ST JOSEPH'S RC VA PRIMARY SCHOOL
2015-2018

1 Disability Plan

ACCESS TO CURRICULUM					
Targets	**Success Criteria**	**Timescale**	**Resources**	**Responsibility**	**Completed**
Create effective learning environments for all.	• All classrooms and resources are organised to meet pupils need. • Ongoing programme of staff training in disability awareness. • A review of all displays to ensure they are clear and accessible to all pupils. • A review of curriculum.	Autumn 15 Ongoing Summer 16 Summer 16	Staff meeting time CPD Staff meeting time Staff Meetings	J Brown M Brown M Shoulder M Brown	
Increase participation in all school activities.	• An audit of participation in extracurricular and peripatetic music activities and identification of any barriers. • All school activities are accessible to all students. • Wider variety of clubs available (with a non-sport focus).	Autumn 15 Autumn 15 Autumn 15	Staff meeting time Time to ensure fair allocations Staff after school	M Holt M Brown M Brown	

Ensure all policies consider the implications of Disability Access	•	An analysis of Impact of Behaviour Policy, Class Rules, Bullying Policy, Educational Visits, Homework, Health Provision in relation to pupils with disabilities. Involve School Council in reviews – where possible.	Summer 16	Governor involvement , governor's meetings, staff meetings, school	M Holt I Hutchinson
	•	Consult on any proposed changes.	Summer 16	council meetings. As above	M Brown
To promote positive attitudes to disability.	•	A review of PSHE/SEAL Curriculum.	Spring 16	Staff meetings, LA advisor, CPD.	M Holt
	•	Review Assembly Programme: widen focus of Different/Same theme.	Spring 16	Diocese. Cafod.	M Brown/ C White/ M Holt
	•	Involve local disability groups in assemblies and visits to school.	Summer 16	Deaf service/ NE Autism Society	K Stevenson M Brown

Increase site access to meet diverse needs of pupils, staff, parents and community users.	• Evacuation plans reviewed. • Signage of evacuation procedures, internet safety, fire drill reviewed. • New signage of classrooms	Will be reviewed with new school building.	Needs / changes of pupils/staff. H&S walkthrough, staff meeting. Printer	M Brown M Brown M Brown	
Availability of documents in alternative formats.	• Large print and e-formats available on request. • Monitor uptake of documents in alternative formats/languages. • Homework information available as information sheets in alternative formats as appropriate.	As required As required As required	Printer. Log of requests. LA Support	M Brown M Hardy/ I Hutchinson M Holt	
Promoting equality of opportunity for staff.	• Data in relation to recruitment, retention and professional development monitored. • Disclosure of disability maintained.	Autumn 15	Governor support	M Brown	

2. Gender Equality Plan

Targets/Actions	Success Criteria	Timescale	Resources	Responsibility	Completed
Implement appropriate remedial action as attainment differences are revealed between boys and girls and monitor results	☐ More equality in attainment scores between boys and girls	Summer 16	Subject specific, as necessary.	M Brown and M Holt	
Review resources used in teaching to ensure gender stereotyping is minimised	☐ Increase in resources with no gender stereotyping	Summer 16	Subject specific, as necessary.	M Brown	
Undertake audit of school policies and procedures to establish baseline of present level of gender equality	☐ Audit undertaken for GES/AP	Summer 16		M Brown & Governors	

3. Race Equality Plan

Our aim is to PROMOTE DIVERSITY IN A NON DIVERSE CLASSROOM					
Targets/Actions	**Success Criteria**	**Timescale**	**Resources**	**Responsibility**	**Completed**
Use research from Racism in Mainly White Schools (QCA Guidance) Schools to identify raise awareness of issues.	Study Group activity with staff to read research and discuss how to address the issues with our pupils.	Summer 16	Subject specific, as necessary.	M Brown	
Investigate the Respect for All ethos from QCA	'No young person, whatever their background, leaves our school unaware of or unprepared for the challenges of life in our complex multicultural, multi-faith society.' QCA	Summer 16	QCA Guidance, Staff meetings	M Brown	
Set up links between schools to address issues including racism and global citizenship.	Series of meaningful events set up that engage pupils in relevant issues.	Summer 16	Transport, School links	M Brown	
Review displays and books to ensure cultural diversity in Britain is represented.	Our displays/ books reflect life in multicultural Britain as well as global cultures	Summer 16	Subject specific, as necessary.	M Brown	
Attend a LA course on promoting diversity in a non diverse classroom.	Course has impact on teaching and learning with the school.	Summer 16	CPD	M Brown	

EVALUATING IMPACT

We use attainment data and relative performance of different groups of learners to discuss/tackle any underachievement of specific groups and so we know that boys in our school
We use above discussions to inform SEF and school improvement priorities making reference to specific groups
We ask for feedback from pupils and other stakeholders the effectiveness of anti-bullying procedures, and our dealing with racist incidents and how safe our climate feels; and, we can give examples of changes we have made in response to the feedback.
We observe pupils in classrooms monitoring their participation, enjoyment and engagement including the ability of pupils from different backgrounds/ groups to work together; and we make reference to groups when recording observations.
We reward pupils' positive contributions and enjoyment in the school's local, regional, national and international communities.
We monitor exclusions, attendance, racist incidents and analyse data to see improvement trends.

We use all the evaluations to help inform our SEF.