

EQUALITY AND ACCESS ACTION PLANS 2022-2023

Objective / Issue	Actions Required	Timescale	Person Responsible / Governor Monitoring	Outcome /Impact
Physical Environment	On an ongoing basis the needs of every cohort will differ and as such the physical environment will be assessed and adapted to suit children’s needs. e.g providing specialised equipment to enable any children with disabilities to access the curriculum.	Ongoing	SW JT JB/GS	The physical environment can be changed and adapted to meet the needs of all children. E.g workstations, positioning of chairs, access to equipment. Lifts will be accessible and clear for daily use.
Curriculum	Sports coaching and access to clubs for EYFS/ Year 1/Year 2 Access to ASC for PP/disadvantaged pupils. Access to Ipads and to the internet for disadvantaged pupils (laptops at home) Develop EAL resource bank Providing equality texts for diversity including gender and sexual orientation.	Ongoing Ongoing Sept 2022 July 2022 April 2022	AH PC AR INSET SW	All year groups have access from Sept 2022 at various times of the year. ongoing
Written Information	Large print letters to be offered on request. Check accessible fonts/uniformity/ colouring Texts, emails and letters can be translated on request and when necessary- individual need.	Ongoing	AR Admin team Use of Scholarpack.	Improved communication and access.
EAL Support for families on ad hoc basis as and when required.	Induction booklet Explore Espresso From information gathered on home visits, ensure that parents are supported as required.	Ongoing Ongoing	GS PC Staff to ensure parents understand	EAL resource bank Improved engagement and relationships for EAL families

This will be reviewed annually.

	EAL TA employed by school to improve communication for EAL parents and children. Translate button and links to supportive websites on our new school website Translators for parent consults EAL drop in planned for summer term 2023			
Disability For any child with physical disabilities, the school will make reasonable adjustments to ensure health and safety.	Check on admission forms if parents require other support. Risk assessment if needed.	Every July	JJ/SENCO	Enable forward planning
Gender Provide equal support for all families regardless of composition	KAPOW-families topic. Visitors in school. Awareness of diverse texts in book corners. New reading scheme. All resources available to all children.	Ongoing	SW	Awareness of role models of all genders around school.
Social / Financial	Encourage people to pro-actively apply for grants they are entitled to, and actively seek funding from other sources, eg. The Lions, St. Andrew's fund Use Pupil Premium funding to allow children to attend sports/arts clubs and receive additional support. Families referred to the Food Bank to provide support.	ongoing	HLTAs SLT Governors GS/JO	Monitor that Pupil Premium children make good progress through the Pupil Premium strategy.

Race	KAPOW Display in the hall to represent our school community and it's many cultures. Replenish book corners with more diverse texts. New reading scheme. Link to the school promise.	Ongoing	Whole school SLT GS	All pupils are aware that we have many cultures and languages within our school.
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This will be reviewed annually.

Religion	Support families from different faiths Celebrate religious festivals through the R.E curriculum. Link to British Values through KAPOW.	ongoing	SW	
Sexual Orientation	Ensuring there is no discrimination for same sex partnerships/ families and transgender parents or pupils. KAPOW- Families topic.	On going	All staff conscious of events such as mothers and father's day and given different models for families.	

This will be reviewed annually.