

THE Shire MAT DISABILITY & EQUALITY POLICY ACTION PLAN



| Objective 1 | To further develop the accessibility of information relating to school life for parents with difficulties accessing written language (e.g. parents with EAL, SpLD etc.) | | |
|---|---|--|------------|
| Actions | Who | Obstacles/Potential Issues | Evaluation |
| Speak to existing parents/carers with additional needs e.g. EAL, SpLD to further clarify issues faced and identify possible ways to make information more accessible. | Inclusion Lead/SLT | Identifying parents who may need support. Engaging identified parents/carers. | |
| Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents. | Input from Parents' Forum & identified parents with additional needs. Input from office staff. | Cost – provide as required and build up resource base | |
| Encourage parents with difficulties accessing written English to make themselves known to school at an early stage so that support could be provided. | Inclusion Lead/SLT | Parents/carers apprehension to engaging/need for help. | |

THE Shire MAT DISABILITY & EQUALITY POLICY ACTION PLAN

| Objective 2 | To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children’s awareness of the multi-cultural world in which they live. | | |
|--|---|--|------------|
| Actions | Who | Obstacles/Potential Issues | Evaluation |
| Plan & lead SMSC Days/ events to raise children’s awareness of different religions/cultures. | RE subject leader Inclusion Lead Teaching staff | Cultural diversity subject knowledge Religious beliefs and occurrences (e.g. dates etc.) School time table | |
| Continue to celebrate Fair Trade Week and other key events on our assembly calendar e.g. Black History Month | RE/History subject leader PHSE Leader All staff | School time table Subject knowledge Cost | |
| Ensure staff are aware of the specific cultural/ethnic diversities within their own setting. | All teaching staff Inclusion Lead | Safeguarding (e.g. beliefs) Subject knowledge (e.g. beliefs) | |

THE Shire MAT DISABILITY & EQUALITY POLICY ACTION PLAN

| Objective 3 | To raise aspirations among children and parents and raise awareness of a career options for all children, challenging gender stereotypes. | | |
|---|---|---|------------|
| Actions | Who | Obstacles/Potential Issues | Evaluation |
| Plan and lead a series of assemblies focusing on aspiration. | Pastoral Lead All staff | Quality of engagement | |
| Plan and deliver a series of Circle Time sessions focusing on aspirations and the future. | Class Teachers | Awareness of family backgrounds/circumstances | |
| Consider ways to encourage parents to be aspirational for their children and to encourage their children's aspirations. | Pastoral Lead All Staff | Outlook of aspirational views Children's knowledge of 'work' Enterprise possibilities | |
| Enquire about awareness of job role/career sessions for children | Class Teachers SLT /Inclusion Role | Availability of sessions Time Outlook on various jobs/roles | |

THE Shire MAT DISABILITY & EQUALITY POLICY ACTION PLAN

| Objective 4 | To improve Physical access | | |
|---|---|--|------------|
| Actions | Who | Obstacles/Potential Issues | Evaluation |
| Corridors – Keep corridors clear | Health and Safety Lead Teachers/ support staff | Obstruction from Furniture | |
| Wheelchair access to main school building KS1 Enable wheelchair users to access playground independently | Health and Safety Lead Teachers/ support staff | Stairs (Laithes Primary) – Follow suitable route around the building. | |
| Disabled parking – Parking to be provided | School | Everyone using provided spaces – office staff to be vigilant and spaces to be kept clear. Awareness of families | |
| Disabled Toilet – To be kept free and accessible to persons with a disability | School | Everyone using toilet–staff to be vigilant and toilet kept vacant. | |
| Stairs (Laithes Primary) - Yellow markings placed on steps outdoors for clear visibility in all weathers/light | All School staff | Keeping steps clear Support children who may find it hard to get up the stairs. Awareness of children | |

Written: March 2018