

## Laithes Primary accessibility plan. (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  PSA's to support with forms, reading and accessing support	Identifying parents who may need support.  Engaging identified parents/carers.	January 2021- We are very good at working with parents to support any forms needed. Regularly helping with FSM forms, housing applications, applying for grants, supporting home learning.
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	January 2021 – We have had a PTA over the last year for parental voice.  Laptops provided for home learning.  Parent courses either in school or virtually (covid)
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  Home visits prior to start date  PSA engagement	Parents/carers apprehension to engaging/need for help.	January 2021 – We have offered parental workshops over the last 18 months (Covid dependent) To show elements of what the children are doing at school, Phonics, reading  Parental courses – Virtually with lots of discussion rather than written aid.

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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	January 2021 – Covered a lot in Assemblies, lessons – celebrated events Black History Month in October, black lives matter and what it means.
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	January 2021 – We continue to celebrate world events.
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)	January 2021 – Clear transition of the children they are receiving and wider knowledge of cultural backgrounds.

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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	January 2021 – We have had a number of careers days where adults from different roles have come in to describe their jobs and the tools needed to get there.
Plan and deliver a series of Circle Time sessions focusing on aspirations and the future.	Class Teachers	Awareness of family backgrounds/circumstances	January 2021 – Done within classroom setting.
Consider ways to encourage parents to be aspirational for their children and to encourage their children’s aspirations.	Pastoral Lead  All Staff , Enterprise possibilities  Offer support with external agencies	Outlook of aspirational views  Children’s knowledge of ‘work’	
Enquire about awareness of job role/career sessions for children	Class Teachers  SLT /Inclusion Role	Availability of sessions  Time  Outlook on various jobs/roles	January 2021 – Y6 have been taking part in a project from the ‘ Job Junction’ .  Looking at different career paths.

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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	Ongoing
Wheelchair access to main school building KS1  Enable wheelchair users to access playground independently	Health and Safety Lead  Teachers/ support staff	Stairs – Follow suitable route around the building.	Ongoing
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	Ongoing
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.	Ongoing
Stairs - 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	Ongoing
Food – School to provide different food possibilities to meet a physical and sensory need.	Kitchen staff to adhere to NHS guidelines for specific children	Cost of training Timetabling staff to support pupils	Ongoing

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	<p>Staff to be trained with supporting feeding</p> <p>Risk assessments to be produced for specific children</p>	Kitchen staff to adapt menus	
<p>Alternative entrances – Children with limited mobility to use doors easily accessible to them.</p>	<p>Parents to be offered modified entrances and exits – to minimise step use.</p> <p>Staff to escort children to the appropriate entrance and exit.</p>	<p>Timetabling of staff</p> <p>Support children who find it hard with the steps.</p>	<p>Ongoing – Continuously reviewed dependent on child’s needs</p>

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