Accessibility and Equality Plan 2023-2024
(This document should be read in conjunction with the Trust's Equality Objectives)

In formulating this plan, the Academy has taken into account the needs of all people who have a protected characteristic. The protected characteristics are defined in the Equality Act. These are Age (regarding staff not pupils), Disability, Gender re-assignment, Marriage and Civil Partnership (regarding staff not pupils), Pregnancy and Maternity, Race, Religion Faith or Belief, Sex, Sexual Orientation.

1. **Improving Access to the Curriculum**

Priority 1: Ensure that the curriculum and academy environment are able to support diverse needs by effectively tracking the Inclusion development Plan						
Actions	Person(s) Leading	Timescale	Success Criteria	Monitoring and Support Arrangements	Evaluation	Finance, resources and Training
1.1 Annual review of the curriculum to ensure that needs of pupils are matched by curriculum and staffing	SENCo Deputy Head of School	Annually	All pupils are making expected progress or exceeding targets	Data collection scrutiny termly	Evaluated July 2023	SENCo/DHOS time
1.2 Multi Agency assessments actioned for all pupils at risk	SENCo/DSL	As necessary	No pupils at risk	Vulnerable Children Review	Evaluated July 2023	SENCo/DSL time
1.3 External agency support is identified and delivered for all pupils in need	SENCo/DSL	As necessary	Interventions are in place to support children to progress at expected pace	Safeguarding Pathway and SEN Pathway	Evaluated July 2023	SENCo/DSL time
1.4 Alternative Curriculum pupils access balanced curriculum	SENCo/Class teachers	Continuous	Lessons differentiated so that all pupils can participate in all subjects	Teaching and Learning monitored for inclusivity	Evaluated July 2023	SENCo time
1.5 Pupils with identified needs have access to iPads, laptops and resources to support learning with SEND	SENCo	As necessary	All children who need extra resources have them	SENCo to monitor needs and success of support	Evaluated July 2023	Cost of resources, IT support, tablets and laptops
1.6 All pupils assessed for SATs Access arrangements	Deputy Head of School SENCo	Apply by mid-April	All pupils are able to access Year 6 SATs	LA readers assigned, additional time or medication requested when appropriate	Evaluated July 2023	DHOS/SENCo time
1.7 Academy environment reviewed by relevant senior staff to ensure access for all	Head of School /Site Manager	Annual check	School environment physically accessible to all	Monitor annually and when new staff/pupils begin	Evaluated July 2023	Head of School /Site Manager Time

2. Improving Access to the Physical Environment

Priority 2: To improve outcomes for pupils and staff by improving access to the physical environment						
Actions	Person(s) Leading	Timescale	Success Criteria	Monitoring & Support Arrangements	Evaluation	Finance, Resources & Training
2.1 To ensure all pupils/visitors access all areas of the academy	Site Manager	As necessary	All pupils and visitors can access the whole site	Monitoring weekly for damage	Evaluated July 2023	Site Manager time
2.2 Ramps and lifts available at relevant points to ensure access to all parts of the site regardless of disability	Site Manager	On going	All ramps are kept clear and in good order to ensure access to all areas of the school	Weekly to ensure that all ramps are in working order	Evaluated July 2023	Site Manager time/cost of repair
2.3 Classrooms optimally organised for disabled pupils/staff and pregnant staff	Site Manager/Class teachers	On going	Pregnant staff have risk assessment. Classrooms adapted as needed. All rooms accessible all	Ongoing and adapting with the intake of pupils and staff	Evaluated July 2023	Risk assessments/time

3. Improving Provision of Information

Priority 3: To improve provision of information to ensure that all groups have equal access to academy information						
Actions	Person(s) Leading	Timescale	Success Criteria	Monitoring & Support Arrangements	Evaluation	Finance, Resources & Training
3.1 To ensure the academy website is clear, simple and easy to navigate	IT Support (CMA)/ Head of School	On going	The website is accessible for all and compliant	Monthly checks and updates on the website	Evaluated July 2023	IT Support (CMA)/ Head of School time

4. Improving Gender Equality

Priority 4: To actively promote Gender Equality throughout the Academy						
Actions	Person(s) Leading	Timescale	Success Criteria	Monitoring & Support Arrangements	Evaluation	Finance, Resources & Training
4.1 Monitor the balance of gender across employed staff	Executive Headteacher/ Head of School/ SLT	On going	There is a balance of gender across the school	Staffing list	Evaluated July 2023	Budget/Staff applying for jobs
4.2 Support staff accessing CPD opportunities	Head of School/ SLT	On going	All staff are able to access CPD relevant for their post	Identified through the Appraisal process and in line with the SIP	Evaluated July 2023	Budget/PM time

5. Improving Race Equality

Priority 5: To actively promote Race Equality throughout the Academy						
Actions	Person(s) Leading	Timescale	Success Criteria	Monitoring & Support Arrangements	Evaluation	Finance, Resources & Training
5.1 Monitor the balance minority race and ethnic groups across employed staff	Executive Headteacher/ Head of School	On going	Balance of minority groups across staff	Staffing list	Evaluated July 2023	Budget/Staff applying for jobs
5.2 Support staff in accessing equal CPD opportunities	Head of School/ SLT	On going/as and when necessary	All staff are able to access CPD relevant for their post	Identified through the Appraisal process and in line with the SIP	Evaluated July 2023	Budget/PM time
5.3 Promote race equality through education and visual graphics	Executive Headteacher/ Head of School/ SLT	On going	Balance in displays	Regular display updates	Evaluated July 2023	Time Display resources
5.4 Promote academy visits to multi-cultural areas to increase awareness of multi-cultural society	Executive Headteacher/ Head of School/ SLT/ EVC	On going	Staff have access to a wide range of educational visits and pupils attend and can comment on the visits	School visits and the impact in school	Evaluated July 2023	Time/Money