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**Houldsworth Valley**

**ACCESSIBILITY AND EQUALITY PLAN - 2022-2023**

**This document should be read in conjunction with Unity Schools Partnership’s Equality Objectives, Woodhall Equality Objectives and Woodhall’s SEND policy.**

At Houldsworth Valley:

* We try to ensure that everyone is treated fairly and respectfully.
* We want to make sure that our school is a safe and secure place for everyone.
* We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.
* We aim to make sure that no-one experiences less favourable treatment or discrimination because of

- Their age

- A disability

- Their ethnicity

- Their gender

- Their gender identity

- Their marital or civil partnership status

- Pregnancy or maternity

- Their religion or belief

- Their sexual identity and orientation

The Leadership Team and Governors at Houldsworth Valley regularly review the progress that we are making to meet our equality objectives

with regard to protected groups under the Equality Act 2010.

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

* Make improvements to the physical environment of the school to increase access.
* Increase access to the curriculum.
* Make written information accessible to pupils in a range of different ways.

We must ensure that disabled pupils do not receive less favourable treatment and to do this the school has a duty to make reasonable adjustments. Our accessibility

plan forms part of this document.

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| **1. IMPROVING ACCESS TO THE CURRICULUM**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| Annual review of curriculum to ensure needs of students are matched by curriculum and staffing**- Embed CUSP English curriculum (scaffold rather than differentiate in English)****Expose ALL to rich, diverse, high-quality texts** | HeadteacherCurriculum coordinatorSENCo English Subject Lead | Annually | All children are making expected progress or achieving individual targets | Data collection scrutiny half termlyPupil progress meetings termlyAction plans completed by class teachers half termlyData accessible to subject and key stage leads |  | PIXL/Herts Fluency ProjectReading books for CUSP curriculum |
| Children with identified needs have access to resources to support learning- **Pre/Post teaching 8.30am**- EEF interventions | SENCoHeadteacherClass teachers | As necessary | All children who have additional needs have access to extra resources |  |  |  |
| All children with an EHCP to be assessed for SATs and other National testing Access arrangements (including Apex children) | Year 6 class teacher/sApexSENCo | Apply by March | All children are able to access Year 6 SATs | Extra LSA readers used for the testUse of planned breaks/additional time |  |  |
| To liaise with Reception to review intakeTo assess ALL new starters regardless of year group starting | EY’s staff | Sept | Identification of pupils who may need additional or different provision |  |  | CPD as required |

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| **2. IMPROVING ACCESS TO THE PHYSICAL ENVIRONMENT**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| To ensure all children/staff and visitors can safely access all areas of the school | Health and Safety Lead | As necessary | All children, staff and visitors can access the whole site | Monitor weekly for damageFix damages where they have been foundEnsure areas are cordoned off when under constructionStaff to report any damages they find as soon as possible including obvious wear and tear |  | Caretaker induction/training |
| **Fire emergency evacuation plan in place** **Risk assessments in place for individual pupils with disabilities including those in the Apex** | HeadteacherClass teachersAdmin team | On going | All emergency evacuation systems are in place | Weekly checks of fire alarmsAnnual review of fire emergency - shared with staff and in the inductionTermly fire alarms |  | Time to carry out checksCosts of repairs where necessary |
| Classrooms optimally organised for disabled children/staff and pregnant staff | Class teachers | On going | Classroom environments adapted/arranged as neededRisk assessments in place for pregnant staff | Risk assessments writtenClass teachers to modify classroom layout when necessary |  | Time to write risk assessments |
| School environment reviewed to ensure it is accessible for all | Headteacher Senior Leadership Team | Annual check | School environment physically accessible to all | Monitor this annually and if new staff/children join with a specific accessibility requirement |  | Time to carry out the check |
| **Ensure car park access for those requiring a space is visible and accessible for Apex/other taxi’s** | Office staff | Annual check | Redefine disabled parking provision ensuring it is visible and clear | Monitor annually |  |  |
| **Provide sensory/calm space for pupils to maintain their well being and access to learning through behavioural support-Apex Provision/reset room** | Apex/Reset room Staff/SENDCo | On going as new children join | Sensory Equipment and establishment of area for sensory | Monitor regularly |  | Resources-sensory as required |
| **Continue to create an outdoor using an Early Excellence curriculum for Apex class** | Apex Staff/SENDCo | On going as new children join | Equipment/establish an outdoor area with different areas | Review regularly/add to as required |  | Resources-outdoor as required |
| **To evaluate and plan for future needs** | HT/GOVERNORS | Annual check | Governors to evaluate the impact of the plan and plan for the future. | Monitor annually |  |  |

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| **3. IMPROVING PROVISION OF INFORMATION**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| Ensure communications from the school are clear, simple and regular- Written- Verbal- EAL-**Daily on dojo for Apex parents**(Dojo has facility to translate) | HeadteacherSchool Leadership Team | On going | The website is accessible for all and compliant with the Ofsted criteriaCommunications home are clear and frequentFacebook/Twitter/ Class dojo | Termly checks and regular updates given for the websiteFacebook updates to inform parents of key informationClass dojo used to send communications where possibleProvide physical copies of communications in an appropriate format for the recipient (e.g. large print etc) Forthcoming events communicated to parents half termly |  | Time, Class dojo, Facebook account, use of texts  |

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| **4. ACTIVELY PROMOTE GENDER EQUALITY THROUGHOUT THE SCHOOL**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| Actively challenge traditional gender stereotypes through education and positive role modelsEquality week Spring term | All staff | On going | Children will aspire to a range of jobs/professions | Monitoring planningVisitors invited in to assembliesCareful choice of people to study to inspire boys and girlsMonitor attainment and progress of boys and girls - book looks, pupil perceptions |  | Time to do monitoring tasks, visitors for assemblies, resources to help promote different aspirations e.g. role play, books, video clips, etc  |

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| **5. ACTIVELY PROMOTE RACE EQUALITY THROUGHOUT THE SCHOOL**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| Promote race equality through education - ‘Scarf PSHE’ curriculum/diverse CUSP curriculum | All staff | On going | Diversity valued | Learning walks/pupil perceptions |  | Time for learning walks resources |
| Promote children’s knowledge/awareness of a range of cultures | All staff | On going | Children will be knowledgeable and accepting of a range of different cultures | Visits/visitorsTheme daysMonitor RE/PSHE curriculum on long term plans - ‘Ready for Life’ curriculumAssemblies |  | Time to do monitoring tasks, visitors for assemblies, curriculum resources |

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| **6. ENSURE DISADVANTAGED PUPILS HAVE EQUAL ACCESS TO THE CURRICULUM AND EXTRA-CURRICULAR TASKS**  |
| **Actions** | **Person Responsible** | **Timescale** | **Success Criteria** | **Monitoring and Support Arrangements** | **Evaluation** | **Finance, Resources and Training** |
| Provide support for disadvantaged pupils to attend school trips/residentials | Admin teamClass teachers | On going | Children in receipt of pupil premium funding have opportunities to attend school visits | Details given in trip letters |  | Supplement for costs of trips |
| Encourage/promote extra-curricular activities for disadvantaged children- **Lunchtime/After school Clubs implemented** | HeadteacherAdmin team | On going | Children in receipt of pupil premium funding to attend extra-curricular activities | Use of free clubs during school hoursSupplement cost of clubs outside of school hoursProvide equipment required for extra-curricular activitiesPromote families completing the pupil premium funding forms |  | Cost of activities, equipment |

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| Ensure **ALL** pupils and those in receipt of pupil premium funding achieve well at school **(An ambition/aspirations for all)** | School Leadership TeamClass teachers and Learning Support | On going | ALL pupils including pupil premium children’s attainment and progress will at least match that of the non-pupil premium children | Data scrutiny half termly-PIXLPupil progress meetings termlyData accessible to subject and key stage leaders/class teachers |  | Time for pupil progress meetings, additional support and resources for the identifies childrenPIXL Assessments |

This plan will be reviewed yearly.