

**John Clifford School
2018
Accessibility Action Plan**



Compliance with the Equality Act					
Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
Develop secure support systems and practices to ensure that EAL pupils make good progress.	<p>EAL children to be accurately benchmarked at point of entry to the school.</p> <p>Assessments are made at regular intervals and data points to closely match the provision required for all EAL children to make good or better progress.</p> <p>Staff are using support mechanisms, including computer programs such as Communication in Print to support language acquisition at an early stage.</p>	<p>All staff</p> <p>All staff</p> <p>DG</p>	Medium Term	6-12 Months	CHM to discuss previous years academic work with AW and DG in tracking EAL children and their progress.
To continue to narrow gaps in attainment between disadvantaged pupils and non-disadvantaged pupils.	Disadvantaged pupils are closely tracked in the provision that they receive, in addition to their normal lesson times.	All Class Teachers	Short Term – Medium Term	0-12 Months	SLG to monitor the progress of all vulnerable groups. This data will be scrutinised by all staff

	'Book Looks' show how disadvantaged children have been supported in making good or better progress.	All Class Teachers			and appropriate actions taken.
To encourage the use of the nine protected characteristics in cross-curricular planning and teaching, not just through standalone PSHE lessons.	All class teachers to use the nine protected characteristics when creating Medium Term Plans so that equality is taught through all aspects of the curriculum. Parents and Carers within the school community are informed of our equality-led curriculum model.	All Class Teachers CHM CHM	Long Term	12-24 Months	CHM to review termly year group MTPs.
Ensure that at all levels of the organisation, including governors, representatives from a range of the nine protected characteristics are actively encouraged to work within our organisation.	Actively promote our Equality Ethos on the school website. Documentation sent out to potential candidates reflects the Single Equality Policy.	CHM JW JW DH	Long Term	6 Months	Recruitment and retention to be considered by governors both informally and formally.

Improving access to the physical environment of the school

Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
To improve access to the public to the school building.	Design and planning permission submitted for the development of a foyer	SBM HT	Medium	18 months	Ongoing and subject to permission. SBM and HT working closely on this project.
	Consider different access to the field (only stairs)	HT/Govs	Long	5 years	Historic and linked to the age of the building.
	Improve access through Year 2 corridor – storage of coats	HT/Govs	Medium	6 months	Storage solution needs to be found – quick win.
	Keep access routes free from clutter, for example, cloakrooms, corridors and open hall spaces.	All staff	Short	Daily	Staff responsibility and that of the children.
	Where appropriate, arrangement are made to support all children in accessing adequate teaching spaces, for example, using the downstairs classrooms where appropriate.	DHT	Short	6 months	Risk Assessments and Health and Safety walks to ensure that access is possible for all children - circumstance depending.

	Where accessibility is limited, bespoke action plans are tailored for the persons need.				
	Provide alternative and optional changing facilities for the whole school community.	All staff	Short	6 months	Toilets are being converted to gender neutral and environments are being upgraded to provide changing. Religious observance in HT Office – need to advertise this to parents.
To improve the playground in EYFS for safe use by able and disabled users.	Look into evening out the playground service.	SLG/Govs	Long Term	18 months	Lottery grant required for this.

Improving the delivery of written information to all pupils

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To improve the accessibility of written information for all parents and carers.	To develop audio functions on the website – reads a recorded message.	All staff	Medium	6-12 months	Continuation of the work begun by AL.
	Provide materials in a range of languages on the website.	MMT	Long	12 months	
	Develop 'Language Ambassadors' with the parents and develop EAL parent groups.	MMT	Long	12 months	
	Use visual symbols, for example, Communication in Print, to support all learners in the classroom.	All staff	Short	6 months	

Increasing access for all pupils to the school curriculum					
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To develop Forest Schools across the school.	SM to develop timetable for all children to access outdoor learning throughout the year.	SM	Medium	1 Year	Confidence needs to be developed within the staff.
To promote inspirational people through the use of the class mascot.	Whole staff discussion needed on this. Needs to link to discussions on the development of the school ethos and morals.	Whole Staff	Medium	1 Year	2018-2019
To ensure that the protected characteristics are promoted throughout the curriculum.	See Section 1 above for action points.	All Class Teachers	Long Term	12-24 Months	Long term goal linked to the development of a new curriculum.