

## Emersons Green Primary School

### Equality and Diversity Action Plan - July 2016 to July 2019

Priority	Action	By	Resources	Timescale	Success criteria	Review
The school seeks to improve the physical environment so that it is accessible and welcoming to all	Audit of accessible bathrooms	JC/JP		Sep 2016	Minor adaptations identified	
	Cost of resources researched	JP		Oct 2016	Equipment in bathrooms is more accessible to users	
	Resources purchased and installed	JY/TE		Dec 2016		
	Accessibility of other toilet facilities audited re - lunchtime use	KH		Dec 2016	All children are comfortable with use of toilet facilities at lunchtimes	
	-longer term adaptations	KH		Dec 2017	General toilet facilities are more accessible for disabled pupils	
	Consider how dining room furniture and layout can ensure greater accessibility for pupils with disability	KH/JC/PW/JP	Purchase of furniture	Apr 2017	All children are able to access the dining room and eat their lunch comfortably	
Investigate cost/supply of tactile markings for	NR		Oct 2016	Pupils/adults with visual impairment can walk		

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	pedestrian crossings  Install tactile markings for pedestrian crossings in school car park	TE		Jan 2017	through car park safely and independently	
The school seeks to improve the physical environment so that it is accessible and welcoming to all (contd)	Maintain and develop accessible pathways around the field	KH		Sep 2017	All pupils can access the field safely and as independently as possible	
	Investigate issues around path gradients	KH		Oct 2016		
	Investigate issues around patio path in main playground	KH		Sep 2016	Patio path is safe for all users	
	Redesign and develop sensory garden in main playground	JP/KC/JC/ PW		Dec 2017	Sensory garden is accessible and attractive to pupils	
	Review existing outdoor play equipment. Make maintenance plan	KH		Jan 2017	There is a planned system of maintenance for outdoor play equipment, so that it is safe for all to use	
	Consult on accessible play equipment. Plan purchase of new	KH		Jan 2017	There is a variety of outdoor play equipment for pupils with	

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	equipment				disabilities	
	Review and develop Forest Skills area	KH	?	April 2017	Forest Skills area is accessible and stimulating for all pupils	
Opportunities are regularly sought to celebrate cultural differences and foster positive relationships	Whole school celebration of Holi  Whole school faith celebration  Whole school faith celebration	Humanities Team  Humanities Team  Humanities Team		April 2017  2017-18  2018-19	Children's awareness of different faiths and cultures is increased. Differences are celebrated.	
Children's attainment and progress are carefully monitored to ensure no identifiable group is underachieving	Trial a personalised assessment system for pupils with SEND  Attend EMTAS briefing on tracking progress of EAL pupils	JC/PW/JY  JT		Sep 16-Jul 17  Sep 16	Small steps of progress are recorded. Personalised assessment is linked to whole school assessment scheme.	
Pupil behaviour, discipline and exclusions are	Ongoing monitoring of behaviour records	KH		Ongoing		

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carefully monitored to ensure no identifiable group is over-represented without challenge						
Learning tasks are made accessible, meaningful and relevant to every learner	Ensure that classroom displays that support learning are positioned so that every child can access them	All staff		Sep 2016		
	Reduce the visual complexity of classroom displays	All staff		Sep 2017		
	Explore development of school expertise in supporting pupils with sensory processing disorders through contacts with Linda Plowden and Julie Dyer	JY/JC/PW		Oct 2016		
	JC to do Sensory Attachment Intervention course?	JC	?	?		

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	<p>Research resources needed for sensory room/space</p> <p>Develop a sensory room/space</p>	Inclusion Team	?	<p>Apr 2017</p> <p>Sep 2017</p>		
Curriculum content and resources should represent and celebrate diversity	<p>Learning Walk - cultural diversity</p> <p>Identify opportunities for celebrating diversity through curriculum planning</p>	<p>JT</p> <p>JT/EMTAS</p>		<p>Oct 2016</p> <p>Jan 2017</p>		
<p>Children are helped to learn to understand others and value diversity.</p> <p>Children learn about human rights</p>	Assemblies on Human Rights and Disability Equality	KH		Oct 2016 onwards		

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All children are enabled to participate fully in the life of the school - including school trips/ residential	Environmental audits and risk assessments carried out for residential trips	Inclusion Team		Sep 16 Mar 17 then as required for 2017-19	All children are safely included on residential trips	
Children's confidence and self esteem thrive. Every child feels welcomed and sufficiently supported - particularly those at risk of discrimination or marginalisation	Review staff awareness of Induction Pack for new pupils	AR		Oct 2016		
	Review staff awareness of Induction Pack for new pupils with EAL	JT		Oct 2016		
	Continue to offer individual sessions - sand tray therapy, counselling - for pupils with SEMH needs	JY		Ongoing		