

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.	<p>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.</p> <p>January 2022</p> <ul style="list-style-type: none"> - Our PSA/DSL supports regularly with this and even through covid we supported with forms via phone or teams. - Phonic workshops have been delivered via the assistant head. - We have a parent wellbeing group who have worked with the HT around ways we can support in school. <p>March 23</p> <ul style="list-style-type: none"> - We now have two EAL champions within school. Mr R Mynett and Mrs C Burkinshaw. These members are currently on

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			<p>yearlong training to support our EAL children and families.</p> <ul style="list-style-type: none"> - Our PSA and Inclusion lead continue to help with forms.
<p>Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents.</p>	<p>Input from Parents' Forum & identified parents with additional needs.</p> <p>Input from office staff.</p>	<p>Cost – provide as required and build up resource base</p>	<p>January 2021 – We have had a PTA over the last year for parental voice.</p> <p>Laptops provided for home learning.</p> <p>Parent courses either in school or virtually (covid)</p> <p>January 2022</p> <ul style="list-style-type: none"> - 3 Solihull groups have been delivered virtually in the last year - Phonic/Early reading workshops have been delivered in the hall in Autumn 2021 - Wellbeing parent group <p>March 23</p> <ul style="list-style-type: none"> - We have delivered a Solihull and a Webster Stratton programme in the last year. - Parent workshops have been delivered throughout the year for curriculum and reading. - Wellbeing parent group. - We now have a PTA who are supporting with in school events. - We have heavily supported with food parcels and parenting support throughout the year.

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<p>Encourage parents with difficulties accessing written English to make themselves known to school at an early stage so that support could be provided.</p>	<p>Inclusion Lead/SLT Home visits prior to start date PSA engagement</p>	<p>Parents/carers apprehension to engaging/need for help.</p>	<p>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. January 2022 – Ongoing – school are continuing to offer support</p>
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<p align="center">Objective 2</p>	<p>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.</p>		
<p align="center">Actions</p>	<p align="center">Who</p>	<p align="center">Obstacles/Potential Issues</p>	<p align="center">Evaluation</p>
<p>Plan & lead SMSC Days/ events to raise children’s awareness of different religions/cultures.</p>	<p>RE subject leader Inclusion Lead Teaching staff</p>	<p>Cultural diversity subject knowledge Religious beliefs and occurrences (e.g. dates etc.) School time table</p>	<p>January 2021 – Covered a lot in Assemblies, lessons – celebrated events Black History Month in October, black lives matter and what it means. January 2022 - This has continued vis virtual assemblies over the last year</p>

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			<ul style="list-style-type: none"> - ADASTRA have worked with Y5 - Religious trips have taken place e.g. visiting church <p>March 23</p> <ul style="list-style-type: none"> - Nurses have been in to deliver dental workshops. - Religious visits from religious leaders and visits to Church. - Local community pop up cost of living support event after school. - Assemblies are now back face to face with lots of SMSC topics being taught.
Continue to celebrate Fair Trade Week and other key events on our assembly calendar e.g. Black History Month	<p>RE/History subject leader</p> <p>PHSE Leader</p> <p>All staff</p>	<p>School time table</p> <p>Subject knowledge</p> <p>Cost</p>	<p>January 2021 – We continue to celebrate world events.</p> <p>January 2022 – Continued via assemblies</p> <p>March 23 – Continued Assemblies</p>
Ensure staff are aware of the specific cultural/ethnic diversities within their own setting.	<p>All teaching staff</p> <p>Inclusion Lead</p>	<p>Safeguarding (e.g. beliefs)</p> <p>Subject knowledge (e.g. beliefs)</p>	<p>January 2021 – Clear transition of the children they are receiving and wider knowledge of cultural backgrounds.</p> <p>January 2022</p> <ul style="list-style-type: none"> - Continued updates, staff meeting training. <p>March 2023 – Continued training.</p>

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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	<p>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.</p> <p>January 2022</p> <ul style="list-style-type: none"> - Careers programme delivered to Y6 (JB) in the last year - Assemblies to promote aspiration <p>March 23</p> <ul style="list-style-type: none"> - Careers day March 22 and March 23 (7.3.23) - Assemblies to promote careers day - Fire Engine visits/ Nurse Visits

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<p>Plan and deliver a series of Circle Time sessions focusing on aspirations and the future.</p>	<p>Class Teachers</p>	<p>Awareness of family backgrounds/circumstances</p>	<p>January 2021 – Done within classroom setting.</p> <p>January 2022 – Continue within classrooms</p> <p>March 23 – Continue to Support</p>
<p>Consider ways to encourage parents to be aspirational for their children and to encourage their children’s aspirations.</p>	<p>Pastoral Lead</p> <p>All Staff , Enterprise possibilities</p> <p>Offer support with external agencies</p>	<p>Outlook of aspirational views</p> <p>Children’s knowledge of ‘work’</p>	<p>January 2022</p> <ul style="list-style-type: none"> - Promotion through meetings with PSA/staff in school/ discuss aspirations within parents’ evenings. - Promote careers day via social media - Crucial Crew <p>March 23</p> <ul style="list-style-type: none"> - Crucial Crew - Exposure to different jobs roles in school - Promote careers through social media and website.
<p>Enquire about awareness of job role/career sessions for children</p>	<p>Class Teachers</p> <p>SLT /Inclusion Role</p>	<p>Availability of sessions</p> <p>Time</p> <p>Outlook on various jobs/roles</p>	<p>January 2021 – Y6 have been taking part in a project from the ‘ Job Junction’ . Looking at different career paths.</p> <p>January 2022 – Y6 continued with ‘Job Junction’ in the last year.</p>

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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 Kitchen staff to adapt menus	Ongoing

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	<p>Staff to be trained with supporting feeding</p> <p>Risk assessments to be produced for specific children</p>		
<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> <p>January 2022</p> <ul style="list-style-type: none"> - Personal risk assessments are in place for individual children accessing the building (working closely with Physio/OT). <p>March 23</p> <p>PEEP updates</p> <p>Individual Fire risk assessments for children</p> <p>Health and safety inspections</p>

Written by: Hayley Gunn

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