

Equalities Action Plan 2020-2023 The Action Plan will be reviewed and updated annually

Equality Strand	Action and links to School Development Plan	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames?	Intended Outcome
ALL: Bringing equality procedures and practices into line with Equality Act	Ensure all new policies give due consideration to equality requirements, including British Values and the 'Prevent Duty'.	Feedback from all stakeholders, including parents via website links.	Governing Body	Ongoing	Policy reviews ensure equality requirements are addressed. Feedback is acted upon.
ALL: Bringing equality procedures and practices into line with Equality Act	Ensure staff are updated/trained in aspects of equality	Feedback from all stakeholders.	Headteacher	Autumn Term	All staff are reminded of our commitment to be treating all employees, learners and potential learners, and their parents and carers of equal value.
Equality of opportunity and Participation	Ensure disadvantaged children, (CLA, 2yoff, EYPP, disadvantaged) are supported at Kingswood to reduce disadvantage and diminish the difference.	AM7, Pupil Progress Meetings, data analysis, Provision maps, feedback from parents and linked professionals supporting individual children.	Headteacher and Key Persons	Reviewed 4 times a year	Analysis of cohort, group and individual needs informs planning. Headteacher, staff and Governors have a clear understanding of attainment and achievement.
ALL: Bringing equality procedures and practices into line with Equality Act	Summarise data to identify groups with gaps in achievement in nursery and pre-school (Boy/girl, SEND, EAL, BME, EYPP, 2yoff, disadvantaged)	Assessment Manager 7 data	Headteacher and Key Persons	Reviewed 4 times a year	Analysis of cohort, group and individual needs informs planning. Headteacher, staff and Governors have a clear understanding of attainment and achievement.
Disadvantaged group – EYPP (Specific, measurable objective to close the gap)	To improve the attainment and progress of disadvantaged children	AM7, Pupil Progress Meetings, data analysis, Provision maps, feedback from parents and linked professionals supporting individual children.	Headteacher and Key Persons	Reviewed 4 times a year	Children's skills will show clear progression throughout the year – with the majority of children exiting at ARE (Age Related Expectation)

Accessibility Audit and Action Plan - reviewed October 2014, March 2015, September 2017, Reviewed April 2020		
Area	Considerations	Actions to take
General	<p>School has no steps or slopes internally.</p> <p>Main playgrounds and canopy areas are flat.</p> <p>Some areas of the grassed garden are bumpy.</p> <p>School has two disabled toilets.</p> <p>School has two ambulant toilets.</p>	<p>Staff member to support as necessary.</p>
Main entrance of school	<p>Wheelchair would fit through main front door and into admin corridor.</p> <p>Area from lobby into admin corridor has a door threshold.</p>	<p>Main front door would need to be held open.</p> <p>Door into admin corridor can be fastened back.</p> <p>Wheelchair user may need some support over door threshold.</p>
Admin office	<p>It would not be possible to get a wheelchair into admin office.</p>	<p>Admin office has a sliding window to talk through. Admin staff would come into corridor to talk to person/child.</p>
Headteacher office	<p>It would be possible to get a wheelchair into HT office.</p>	
Nursery classroom	<p>Has three sets of double doors which would allow wheelchair access.</p> <p>Access to garden and main playground through gates under canopy.</p> <p>Furniture within classroom could be arranged to allow access for a wheelchair.</p> <p>There is a disabled toilet fully fitted with facilities for wheelchair access.</p>	
Pre-School classroom	<p>Main entrance into P/S is wide enough for a wheelchair.</p> <p>Access to main playgrounds through outside classroom door.</p> <p>Access to garden: wheelchair is unlikely to fit through gate.</p> <p>Furniture within classroom could be arranged to allow access for a wheelchair.</p> <p>There is a disabled toilet fully fitted with facilities for wheelchair access.</p>	<p>Wheelchair would need to be taken to garden from under the nursery canopy area.</p> <p>Feb 2020 - Adaptations made to threshold of P/S exit door onto wetpour playground, to enable pushchair to pass through a more even surface.</p>

Staffroom	It would be possible to get a wheelchair into staffroom.	
Person/child with physical difficulties.	Adaptations to layout of classrooms/school areas would be considered when precise details were known.	A PEEP plan would be put in place to meet the individual needs of the child.