

St. Laurence CE Junior Academy
Equality Scheme Action Plan 2021-23

	ACTION	IMPACT	TIMESCALE	PERSON i/c	SUCCESS CRITERIA
i	Early recognition of disability / Annual and ongoing awareness of stakeholders with disabilities (pupils, parents, staff and carers). Data collated in SIMS and relevant information passed to SENCo for actioning	Enhanced involvement mechanisms to increase understanding of the views, needs, desires and preferences of disabled people at risk of disadvantage	annual and ongoing	Inclusion manager / Office	Awareness of any disabled stakeholders and needs of all disabled met at earliest possible stage incl differentiated curriculum and improved environment Data on SIMS
ii	Reports to the Board of Trustees	Trustees responsive to their disability duties	Annual	Inclusion Manager	Head Teacher report Action Plan reviewed
iii	Ongoing maintenance of visual impairment aids	Visual warning for visually impaired eg coloured fence and grate for the pond	Ongoing	Site Manager	Visual warning signs for visually impaired will be maintained
iv	Ongoing monitoring of policies for disability impact	Trustees and staff responsive to their disability duties	Ongoing	SENCo	Safeguarding delivery of services and standards to all disabled groups
v	Regular training for SENCo as legislation changes	Policies amended at earliest opportunity impacting on school practice	Ongoing	SENCo	Policies and practice kept up to date
1	Sound field system to be updated with new microphones.	Improvement in the clarity of the teacher's voice to support children with hearing loss or impaired	Term 4, 2021	Site Manager	Soundfield system will be installed
2	Fit contrasting coloured door handles to entrance	Improvement to help visually impaired	Term 2 2021	Site Manager	new contrasting-coloured door handles in place
3	Disabled toilet refurbished	Improvement to ensure easy access	Term 1, 2022	Site Manager	Easy access to reduce risk of injury.
4	Handles on internal doors to be yellow.	Improvement to help visually impaired	Term 2 2021	Site Manager	new contrasting-coloured door handles in place
	FOR FUTURE CONSIDERATION				
	Adapt disabled toilet to incorporate sluice room	Improved facilities for soiled pupils	Annual consideration of feeder schools	SENCo	Place for dealing with soilage – adapted disabled toilet
	Automatic opening doors to front entrance and field.	Independent access for disabled	Annual consideration of feeder schools	DHT / Site Manager	Automatic opening doors to the premises.