

Village Primary/Alvaston Junior School Equality & Diversity Action Plan 2017 - 2018

This plan is written to ensure we eliminate discrimination & harassment related to disability, promote equality of opportunity for all people including disabled people, promote positive attitudes towards all minority groups & disabled people & to enable disabled adults & children to participate in school life fully.

Objective	Actions	Timescales	Lead
Ensure Eq. of Opp. remains high profile in school.	Consider Equality of Opportunity in all school decisions, resourcing and strategic planning.	On-Going	Head
Ensure access to all aspects of school life for all.	All info. available in disability and diversity friendly formats. Provide modified resources and transport where needed to ensure pupils and parents fully involved in school life and curriculum.	On-Going	Govs. / SLT
Promote positive attitudes to disabled people	Role models visiting school and on trips, visual images around school and in ICT, all resources and texts used. Celebrate appropriate events and circumstances.	On-Going	SLT
Ensure non-tolerance to gender bias or discrimination	Tackle any and all gender biasing and stereo-typing. Provide gender friendly learning and resourcing to ensure equality of achievement. Eliminate any gender related gaps in attainment levels.	On-Going	SLT

Ensure multicultural diversity is respected	Reflect pupil population in staffing and governing body where possible.	On-Going	GOVS / SLT
Ensure modified resources are available for disabled adults and children.	Purchase modified items as needed such as suction bowls, bottle tippers, cutlery, etc. as required. Liaise with appropriate agencies for specialist equipment provision e.g. support stands	On-Going	SLT
Support all parents/carers to support their children	Provide pupil and family support coordinator to support and signpost. Provide family learning, workshops for parents, involve and inform all parents and carers.	On-Going	ALL STAFF
Ensure all signage is accessible to disabled users with regard to height and visual clues inc. hazard tape warning around low contrast p.e. equipment.	Adjust and amend all school signs to ensure they are height appropriate and have pictorial clues to meaning.	On-Going	JG

<p>Ensure that on upgrade all alarm systems, security systems and lighting have multi-sensory aspects and meet the needs of all disabled users</p>	<p>Lighting to be adjustable, consider blue spectrum not fluorescent. Visual and auditory evacuation alarms. Door buzzer systems to include an indicator light.</p>	<p>As upgrade required.</p>	<p>Govs.</p>
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