BILTON COMMUNITY FEDERATION
EQUALITY AND ACCESSIBILITY ACTION PLAN

School Name: Bilton Community Federation

Aspect of the equality duty & issue identified	Objective	Activities	Responsibility / Timescale	Monitoring
SEND/Disability				
Attainment of SEND pupils	Make reasonable adjustments for SEND pupils so they make good or better progress from their starting points by the end of KS	CPD: • ACE Training • What SEND looks like in school • PDA Training	SEND Leader Class teachers	Pupil data Work outcomes Pupil views
Ethnicity				
Awareness of different races	Highlight different races to promote a positive attitude to race	• Embed British values into the curriculum • Use RESPECT value to raise awareness • Use No Outsiders resources to promote difference • Invite wider range or visitors into school • Displays & resources promote diversity	PSHE lead DHT Classroom staff	Pupil views Assemblies Pupil outcomes
Gender				
Promote gender equality of opportunity	Similar rates of progress of girls & boys	• Embed new PSHE / RSE programme and policy • Literacy Curriculum texts interest both genders • Catch up sessions • Invite male models into school	Class teachers English & Maths lead	Pupil data Work outcomes Pupil views
Religion / Belief				
Awareness of different culture and beliefs	Fully implement the Warwickshire Agreed Syllabus curriculum in conjunction with Understanding Christianity	• RE lead to attend CPD • Monitor outcomes of each unit of work • KS has awareness of different beliefs	RE lead Classroom teachers	Work outcomes Pupil views
Curriculum				
Increase access to out-of-school sports activities	Pupils have equal access to all after school activities	• Positively discriminate when clubs are oversubscribed • Offer some clubs targeted at SEND pupils only • Ensure club leaders are aware of any SEND issues & make reasonable adjustments to be inclusive	PE leads	Club lists SEN log
Physical Environment				
Accessibility	Improve access to all pupils and staff	• Review and implement a preferred layout of class furniture and equipment	SEND lead Class teachers	Classroom walks Pupil & staff views

		• Seek advice from Complex Needs team on individuals • Individual work-stations established for pupils who may need it • Create calm zones for children who need time out • Create sensory room where children have access to sensory activities. • Outdoor equipment is accessible to all		Monitoring feedback from SEND specialists
Written Information				
Minimise disadvantages for EAL families	Improve communication with for families where there is EAL	• Identify ALL languages spoken by families in school • Provide written information in different formats when requested for individual purposes • Use of translation service • Use translation apps • Staff / parent discussions to ensure information is clear and understood • Explore capacity for translation via website	Office	Written materials