



ACCESSIBILITY ACTION PLAN 2015-2017

NOVEMBER 2016

AUTHOR: MRS M BRADY

WMG ACADEMY FOR YOUNG ENGINEERS

ACCESSIBILITY ACTION PLAN 2015-2017

Author:	M Brady	Version:	1
Date Approved:	November 2016	Date for Review:	November 2017
Monitoring, Review and Evaluation: KT, MB			

WMG Academy for Young Engineers: Accessibility Action Plan: 2015-2017

In ensuring that the WMG Academy meets its legal duties under the Equalities Act 2010. The following action plan has been put together focussing on 3 main areas.

- Developing the physical access to the building and facilities
- Developing participation in the curriculum for all. ensuring the curriculum entitlement and access for all
- Improved access to information for parents and student

Aim	Action	Lead	Evidence	Timescales	Review
Student performance: Ensure all learners are making the best possible progress	In monitoring performance analyse different groupings of learners to ensure equality of opportunity To implement intervention as appropriate to close performance gaps	MBr	All groups are performing within target threshold and there are no significant differences in performance between groups	Every Key Assessment (3x annually)	
Teaching and Learning allows all pupils to reach their highest level of attainment	Materials used are not stereotyped Promote attitudes and values that challenge discriminatory behaviour Range of teaching strategies are used to ensure access for all	KHa	Teaching resources ensure no stereotyping Schemes of work are mapped to SMSC outcomes Lesson observations shows range of strategies used.	Evidenced through QA lesson observations Annually QA Process	
Curriculum	Ensure that PSHE and Citizenship curriculum covers issues of equality.	MBr	Anti-discriminatory behaviour built into Pastoral plans	Complete	

	<p>All subject areas promote and celebrate the contribution of different groups within our culture</p> <p>Seek to involve all parents in their child's learning.</p> <p>All students to have access to qualifications which recognise attainment and achievement and promote progression</p> <p>Provide educational visits and extra - curricular activities that involve all student groupings.</p>		<p>Mapping and observation</p> <p>Parents invited to participate in parental forum. Non-attendance to parents evening followed up.</p> <p>GCSE, Cambridge Nationals, BTEC, Cambridge Technicals, ECDL</p> <p>EV policy in place – inclusive approach to visits, support for those in challenging financial circumstances</p>	<p>SOW and lesson plans</p> <p>Termly</p> <p>Annual curriculum review in November</p> <p>Ongoing through evolve</p>	
Resources	<p>Ensure that resources are appropriate to all student groupings and reflect diversity and inclusivity.</p> <p>Resources should be equally accessible to all learners</p> <p>Reflect positive role models and raise awareness of equal opportunity issues.</p>	<p>KTa</p> <p>Pwi</p> <p>ERd</p>	<p>Departmental capitation distribution</p> <p>SENCo to inform on accessibility of resources e.g. visual impairment</p> <p>Monitoring of destinations and potential progression routes.</p>	<p>Annual review at Audit</p> <p>Ongoing</p> <p>October</p>	
Physical environment	<p>Ensure that the physical environment of the building allows access for all learners</p>	<p>GJa</p>	<p>Reasonable adjustments made</p>	<p>Ongoing – health and safety meetings take</p>	

	Displays within the building are of high quality and reflect diversity	Mbr	Displays meet needs of all	place every month - minutes	
Staff Recruitment and Professional Development	<p>Staff development on equality policies and practices</p> <p>All those involved in recruitment and selection are trained in equality and diversity.</p> <p>Employment policy and procedures are reviewed regularly to check conformity with legislation and good practice.</p> <p>Review representation at application, interview and appointment. Develop action plan for any areas of concern.</p>	KTa	Equality policies highlighted on induction week	Training is refreshed as required	
Information – website etc	<p>Communications are reviewed to ensure that they meet the needs of all learners and their parents.</p> <p>Information available about the WMG Academy is available in different formats e.g. languages etc. for admissions purposes</p> <p>Usability assessment to ensure that website complies with best practice (eg ability to change font/colours, labels on photographs).</p>	<p>Kta</p> <p>Kta</p> <p>Gja</p>	<p>Parents able to request any additional needs for communication</p> <p>Available on request</p> <p>Website meets usability assessment</p>	Full website review in October 2016	

Decision making	Equality impact assessment is integral to all policy development and as appropriate a statement included in the policy itself.	KTa	Policies reflect diversity for all.	Continual review	
-----------------	--	-----	-------------------------------------	------------------	--