



## THE SHIRE MULTI-ACADEMY TRUST DISABILITY & EQUALITY POLICY ACTION PLAN

Objective 1	To further develop the accessibility of information relating to school life for parents with difficulties accessing written language (e.g. parents with EAL, SpLD etc.)		
Actions	Who	Obstacles/Potential Issues	Evaluation
Speak to existing parents/carers with additional needs e.g. EAL, SpLD to further clarify issues faced and identify possible ways to make information more accessible.	Inclusion Lead  PSA	Identifying parents who may need support.  Engaging identified parents/carers.	
Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents.	Input from Parents' Forum & identified parents with additional needs.  Input from office staff.	Cost – provide as required and build up resource base	
Encourage parents with difficulties accessing written English to make themselves known to school at an early stage so that support could be provided.	Inclusion Lead  PSA	Parents/carers apprehension to engaging/need for help.	
To enquire about possible adult learning courses to be provided at school.	Inclusion Lead  PSA  External agencies.	Identification of provider  Level of attendance  Consistency of attendance  Range of abilities/needs	

Objective 2	To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children's awareness of the multi-cultural world in which they live.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Plan & lead an Annual Interfaith Week/ events to raise children's awareness of different religions/cultures.	RE subject leader Inclusion Lead Teaching staff PSA	Cultural diversity subject knowledge Religious beliefs and occurrences (e.g. dates etc.) School time table	
Continue to develop links with a school, or schools, internationally to provide children with an opportunity to engage with children from other cultures.	Inclusion Lead Teaching Staff	Initial contact Maintaining links Cultural diversities	
Continue to celebrate Fair Trade Week and other key events on our assembly calendar e.g. Black History Month	RE/History subject leader PHSE Leader All staff	School time table Subject knowledge Cost	
Ensure staff are aware of the specific cultural/ethnic diversities within their own setting.	All teaching staff Inclusion Lead PSA	Safeguarding (e.g. beliefs) Subject knowledge (e.g. beliefs)	

Objective 3	To raise aspirations among children and parents and raise awareness of a career options for all children, challenging gender stereotypes.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Plan and lead a series of assemblies focusing on aspiration.	Pastoral Lead  All staff	Quality of engagement	
Plan and deliver a series of Circle Time sessions focusing on aspirations and the future.	Class Teachers	Awareness of family backgrounds/circumstances	
Consider ways to encourage parents to be aspirational for their children and to encourage their children's aspirations.	Pastoral Lead  PSA  All Staff	Outlook of aspirational views  Children's knowledge of 'work'	
Enquire about awareness of job role/career sessions for children	Pastoral Lead  PSA	Availability of sessions  Time  Outlook on various jobs/roles	

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