

AVOCET HOUSE

Equality Accessibility Plan

September 2018 to August 2019

This document reflects priorities that are outlined in the Avocet House Development Plan and integrated into that document.

Improving Information Gathering and Involving Others

- Continued development of children's involvement and voice through, recruitment procedures, place on sub committees and consolidation of community meeting process.

Y1: Cost: time and minor finance

- Complete IIP assessment and implement an action plan to further develop the working practices of Avocet House

Y1: Cost: £5000 within training budget

- Young People to coproduce an SES drama production, performed in the local community.

Y1: Cost: Learning Centre resources

- Views of young people to be evident in key processes that reflect on their progress and areas for development.

Y1: Cost: time

- Young peoples forums of house meetings and learning Centre Tutorials will continue with a series of tangible positive outcomes identified as a result.

Y1: Cost: time

- A range of advocates, independent listeners and mentors to be identified for young people.

Y1: Cost: time, liaison with LAs, independent advocacy services to be explored

- Produce a coherent and fully planned strategy for young people's involvement in induction of staff.

Y1: Cost: admin time and minor finance

- Young people to provide regular feedback on individual staff performance.

Y1: Cost: time

- Each young person will establish strong relationships with different external communities through Pets as Therapy.

Y1: Learning Centre budget

Overall Costs are within normal budget allocations

Improving Access to and Participation in the Curriculum

- Improve learning opportunities and experiences outside Avocet House

Y1: Cost: time and minor travel expenses

- Embed new personal social and emotional development framework within all aspects of SES practice through a holistic team approach.

Y1: Cost: time within regular structures

- Embed understanding of the SES Way, ensuring all young people have a Secure Base from which to flourish in their personalised curriculum.

Y1: Cost: time within regular structures

- Young people to be contributing to their own impact reports, development and learning planning and key work sessions

Y1: Cost: admin time

- Create and deliver a variety of relaxation and reflection techniques to the Avocet House community, enabling enhanced well being and engagement in learning.

Y1: Cost: specialist staffing

- Continued focus on improving Young People's writing skills to enable greater participation in wider curriculum.

Y1: Cost: Learning Centre resources

Overall Costs are within normal budget allocations

Improving Access to Information

- Children to participate in annual revision of the Welcome Guide.

Y1: Cost: meeting time and admin time, minor resource expenses

- Head of Care to consult with Young People about design of the Young Person Response Form following serious incidents.

Y1: Cost: meeting time and admin time, minor resource expenses

- To ensure all children have a range of visual prompts and visual communication regarding the structure of their days, forthcoming activities and events, together with a range of visual performance data.

Y1: Cost: time and minor resource expenses

- To develop a website that gives greater access of information to children, parents/carers and other interested parties

Y1: Cost of website refresh £2000

Overall Costs are within normal budget allocations

Improving the Physical Environment

- Asset management planning to identify areas of Learning Centre and Home that requires redecoration as per schedule.

Y1: allocated redecoration budget costs

- Ensure disability issues are built into an asset management process

Y1: Cost: time and minor resource expenses

- Maintain external play areas ensuring space outside is child play friendly

Y1: Cost: ongoing allocated grounds and recreational equipment budgets

- Complete refurbishment of Basement, providing a meeting space and additional sleep in room for staff

Y1: Cost allocated budget £45000

- Creation of nurture space within Pavilion building

Y1: Cost: allocated budget of £5000

- Introduce a new petting area within SES for Young People

Y1: Cost: Learning Centre costs and recreational budgets

- Enhance garden space through consultation with Young People

Y1: Cost: grounds budget

Overall Costs are within normal budget allocations