

AVOCET HOUSE

Equality Accessibility Plan

September 2019 to August 2021

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

Improving Access to and Participation in the Curriculum

- Embed Personal, Emotional and Social Development framework within all aspects of SES practice through a holistic team approach.

Y1: Cost: time within regular structures, Classroom Monitor licence

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

Y1: Cost: Learning Centre resources

- To ensure the overall SES provision continues to be differentiated and matched sensitively to the needs of the young person, informed by accurate baseline assessments and targeted interventions

Y1/2: Cost: Learning Centre resources

- To ensure the Gatsby careers standards are embedded throughout the holistic learning environment.

Y1/2: Cost: Learning Centre resources and visits

- Use of My Lexia and Mathletics to track intervention embedded in every day practice, improving ability to access personalised curriculum

Y1/2: Cost: Learning Centre resources

- Improve learning opportunities and experiences outside Avocet House developing new partnerships and consolidating existing ones.

Y1/2: Cost: time and minor travel expenses

- Embed the concept of Mental Fitness within SES, helping young people gain greater self control and develop their internal locus of control.

Y1/2: Cost: Training and Learning Centre resources

- Develop a Quality of Life tool to provide the greatest chance of long term success for young people

Y2: Cost: Training and Learning Centre resources

Overall Costs are within normal budget allocations

Improving Access to Information for Young People and Families

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

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, including regular news items

Y1/2: Cost of website refresh £1000

Overall Costs are within normal budget allocations

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

- Establish SES system for identifying starting points of young people on admission to SES

Y1: Cost: time

- Research, introduce and implement an electronic recording system within both SES establishments for incident analysis.

Y1: Cost: IT systems £2500

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

Y1: Cost: time

- Redevelopment of EHCP formats for review process that capture children's and parents view more effectively.

Y1: Cost: admin time and minor finance

- Young people to provide regular feedback on individual staff performance as part of staff appraisal process.

Y1/2: Cost: time

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

Y1/2: Cost: admin time and minor finance

- Support well being of people in the local community through Animal Assisted Learning.

Y1/2: Learning Centre budget

- Develop existing partnership with Norfolk police, supporting their understanding and knowledge of SES young people

Y1/2: Cost: time

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

Y1/2: 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 creation of additional learning space within Pavilion building

Y1: Cost: allocated budget of £1000

- Enhance garden space through consultation with Young People

Y1: Cost: grounds budget

- Wooden flooring in home to be restored by professional sanding company

Y1: Cost: allocated budget of £5,500

- To research and secure property options for our young people to develop short term transition opportunities and family time away from Avocet House.

Y1/2: Cost: grounds budget

Overall Costs are within normal budget allocations