

AVOCET HOUSE

Equality Accessibility Plan

September 2021 to August 2023

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

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

Y1/2: Cost: Learning Centre resources

- Develop a wider reading culture across Avocet House through training and systems and processes of D+L, PAN.

Y1: Cost: Learning Centre resources / training

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

Y1/2: Cost: Learning Centre resources and visits, training budgets

- 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

- Understand underlying adverse childhood experiences and impact on learning through development of core staff group in Thrive/Trauma Informed Practice.

Y1: Cost: Training budgets

- Further develop restorative approaches to support young people in accessing curriculum after negative events.

Y1: Cost: Training budgets

Overall Costs are within normal budget allocations

Improving Access to Information for Young People and Families

- To complete the development of a refreshed 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 £3000

- Provide impartial careers advice and support for all children, using a variety on work role models and visitors, with at least one annual careers fair.

Y1/2: Cost: Learning Centre resources and visits

- Ensure all children have access to independent advocacy, especially when facing decisions about their future and living arrangements.

Y1/2: Cost: Time

Overall Costs are within normal budget allocations

- Provide additional IT resources to enable identified staff with specific learning difficulties (e.g. dyslexia) to perform roles.

Y1: Cost: IT resources

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

- Research, introduce and implement an electronic recording system within both SES establishments for gathering key information, including serious incident analysis.

Y1: Cost: IT systems £3000

- 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

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

Y1/2: Cost: time

- Review current tracking systems to ensure order, sequence and progress in learning for all young people is evident.

Y1: Cost: Learning Centre resources

Overall Costs are within normal budget allocations

Improving the Physical Environment

- Ensure disability issues are built into an asset management process

Y1/2: Cost: time and minor resource expenses

- Enhance garden space through consultation with Young People

Y1/2: Cost: grounds budget

- Kitchen area in home to be installed by professional company

Y1: Cost: allocated budget

- To research and secure further property options for our young people to develop transition opportunities (SES Kite)

Y1/2: Cost: allocated SES Kite budgets

- Furniture and spaces to be planned and implemented based upon knowledge of individual young people's needs and through consultation with trauma informed colleagues.

Y1/2: Cost: allocated budget

- Develop alternative learning spaces for children that incorporates therapeutic thinking, trauma based ideas and structures.

Y1/2: Cost: allocated budget

Overall Costs are within normal budget allocations