

# **AVOCET HOUSE**

**Equality Accessibility Plan**

**September 2023 to August 2025**

**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 PAN.

Y1: Cost: Learning Centre resources / training

- To identify the golden threads for learning, ensuring all staff team understand these to broaden the learning experiences across the 24 hour curriculum.

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

- To introduce curriculum sequences for all subjects to provide clarity of purpose for all planned personalised learning.

Y1: Cost: Training

- Review LCEP and links to EHCPs, creating personalised learning goals on Evidence for Learning.

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

- Research and introduce assistive technologies embedded in every day practice, improving ability to access personalised learning.

Y1/2: Cost: Learning Centre resources / training

- 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.

Y1/2: Cost: Training budgets

*Overall Costs are within normal budget allocations.*

## **Improving Access to Information for Young People and Families**

- To continue the development of the SES website, giving greater access of information to children, parents/carers and other interested parties, including regular news items.

Y1/2: Cost: Website budget

- To introduce revised PAN My Journey learning model for all children, allowing all to participate using the My Journey Monthly Meeting and Evidence for Learning platform.

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

- 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

- 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.

Y1/2: Cost: time and minor finance

- Review Clearcare electronic recording system in place across SES establishments for gathering key information looking at next steps in expanding it's use.

Y1/2: 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.

Y1/2: 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.

Y1/2: Cost: Care and Learning resources

- Young people will explore through their learning timetable local, national or global charity events that they would like to support as a group or individually and will be supported to do so.

Y1: Cost: Learning Centre resources

- Wellbeing committee to function effectively with a clearly defined structure and remit of their role for Avocet House.

Y1/2: Cost: Wellbeing budget

*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 as part of five year plan.

Y1/2: Cost: Grounds budget

- Improve storage facilities within Avocet House by installing and renovating existing outside buildings and sheds.

Y1: Cost: £10000

- To research and secure further property options for our young people to expand 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

- Create an SES Sustainability policy that underpins an assessment of Avocet House's carbon footprint leading to a review of energy use and

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

*Overall Costs are within normal budget allocations.*