AVOCET HOUSE

Equality Accessibility Plan

September 2025 to August 2027

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

- Ensure curriculum planning, assessment and sequencing are personalised to children's starting points, EHCPs, PAN outcomes, needs and aspirations, with regular review of progress and barriers to participation.

  Y1/2: Cost: Learning Centre resources and staff time

- Develop individualised post-16 curriculum pathways, including vocational, therapeutic and enrichment opportunities, to strengthen access to learning and preparation for adulthood.

  Y1/2: Cost: Learning Centre resources, visits and partnership time

- Strengthen the planning and evaluation of therapeutic, vocational and enrichment activities so their purpose, accessibility and impact for individual children are clear.

  Y1: Cost: Staff planning and review time

- Use ongoing assessment and Evidence for Learning to identify gaps, adapt teaching and interventions and evidence each child's engagement and achievement.

  Y1/2: Cost: Learning Centre resources and IT systems

- Embed Thrive assessments and individual strategies within care, education and 24-hour learning to support emotional development and access to learning.

  Y1/2: Cost: Thrive practitioner and training resources

- Research and implement appropriate assistive technologies that unlock learning opportunities for children and improve long term access to independence,

  Y1/2: Cost: Technology resources

  Overall costs are expected to be met through normal or allocated budget arrangements, subject to approval of specific developments.

Improving Access to Information for Young People and Families

- Embed Writing to the Child across relevant records and reviews so information reflects each child's voice, identity, experiences, achievements and aspirations in language meaningful to them.

  Y1/2: Cost: Staff development, training and review time

- Support children to understand and contribute to their PAN targets, reviews and progress, using individualised communication approaches and accessible information.

  Y1/2: Cost: Care and Learning Centre resources

- Improve how information about children's plans, experiences and progress is shared appropriately with families and relevant professionals, taking account of individual communication needs.

  Y1/2: Cost: Staff time and communication resources

- Ensure information about future learning, vocational options and preparation for adulthood is accessible and relevant to each child's needs and aspirations.

  Y1/2: Cost: Learning Centre and careers resources

  Overall costs are expected to be met through normal or allocated budget arrangements, subject to approval of specific developments.

Improving Information Gathering and Involving Others

- Increase children's meaningful participation in PAN meetings, including identifying priorities, contributing to targets and reviewing their progress.

  Y1/2: Cost: Staff and meeting time

- Introduce a consistent "You Said, We Did" approach to demonstrate how children's views influence routines, activities, planning and decisions, including explanations when requests cannot be met.

  Y1: Cost: Staff and meeting time

- Use children's feedback and quality assurance to evaluate whether Writing to the Child and other records accurately reflect their lived experiences and influence subsequent practice.

  Y1/2: Cost: Quality assurance and review time

- Strengthen opportunities for children to contribute to community activities, shared experiences and decisions affecting the life of Avocet House.

  Y1/2: Cost: Community activity and staff resources

- Use learning from children's feedback, incidents, monitoring and reflective practice to identify and address barriers to participation and improve individual support.

  Y1/2: Cost: Leadership and team meeting time

Overall costs are expected to be met through normal or allocated budget arrangements, subject to approval of specific developments.

Improving the Physical Environment

- Develop The Hut as a purposeful therapeutic space within the Avocet House grounds, informed by individual children's emotional wellbeing, regulation and learning needs.

  Y1: Cost: Allocated site development budget and staff time

- Evaluate the accessibility and therapeutic impact of The Hut, outdoor installations and wider grounds as part of the five-year plan for the Avocet site.

  Y1/2: Cost: Site development and review resources

- Review the suitability of indoor and outdoor spaces for individual children, using their views and professional advice to inform reasonable adjustments to layout, furnishings and use of space.

  Y1/2: Cost: Maintenance and allocated resources

- Ensure accessibility and individual needs are considered when planning future improvements to the physical environment as part of the five year site plan.

  Y1/2: Cost: Asset management and allocated budgets

  Overall costs are expected to be met through normal or allocated budget arrangements, subject to approval of specific developments.