

Ysgol Pontrobert

Strategic Equality Plan 2018 – 2021

PART A: Scheme



Strategic Equality Plan agreed by Governors:

.....(Signed by Chair)

.....Date

Scheme due for review:.....(date)

Contents of our Strategic Equality Plan (SEP)

1.	Our distinctive character, values, priorities and aims	5
	1.1 School values	
	1.2 Characteristics of our school	
	1.3 Mainstreaming equality into policy and practice	
	1.4 Setting our equality objectives	
2.	Responsibilities	7
	2.1 Governing Body	
	2.2 Senior Leadership Team	
	2.3 Staff – teaching and non-teaching	
3.	Information gathering and Engagement	8
	3.1 Purpose and process	
	3.2 Types of information gathered	
	3.3 Engagement	
4.	Equality Impact Assessment	10
5.	Objectives and Action Plans	10
6.	Publication and reporting	11
7.	Monitor and Review	11

Appendices

App. 1	Regional Equality Objectives
App. 2	School Equality Objectives and Action Plan
App. 3	School Access Plan (use current plan for 2010-2013)

1. Our Distinctive Character, priorities and Aims

1.1 School values

“Ymdrech a Lwydda”

At Ysgol Pontrobert we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Ysgol Pontrobert we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

1.2 Characteristics of our school

Ysgol Pontrobert is a small rural school in the Vyrnwy Valley between Llanfair Caereinion and Llanfyllin. As it is the only Welsh school in the valley, the children travel from surrounding villages to be educated in Welsh, villages like Meifod, Bwlch y Cibau, Dolanog as well as Pontrobert itself. It currently has 28 pupils, only 3 of whom are from homes where Welsh is the main language. The school therefore has a challenge teaching 81% of its children in a language which is not their first language but the results are excellent, with children becoming fluent in a very short time. There are no pupils on the FSM register.

1.3 Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- ensure equality of access for all pupils and prepare them for life in a diverse society
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils

1.4 Setting our equality objectives

We recognise our duty and responsibility to establish equality for all learners, staff, other members of the school community and service users regardless of their race, gender, disability, gender reassignment, sexual orientation, pregnancy & maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.

The purpose of our **Strategic Equality Plan (SEP)** is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

In setting the equality objectives for this school, we will take due regard to the Equality Act general duty:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means
 - a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b. taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - c. encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Our SEP and Equality Objectives are set in the light of:

- The regional equality objectives identified in **Appendix 1**;
- views expressed by stakeholders that have been involved in the development of the scheme;

The delivery of our SEP will contribute to all of our actions and commitments to:

- raise standards;
- narrow the attainment gap in outcomes for children and young people;
- improve outcomes as described within the Children and Young People Plan (CYPP);
- promote community cohesion

Our School Equality Objectives are set out in **Section 5 (p.10) and Appendix 2**.

2. Responsibilities

2.1 Governing Body

The governing body has set out its commitment to equality and diversity in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on the various protected characteristics. The governing body:

- seeks to ensure that people are not discriminated against when applying for jobs at our school;
- takes all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and pupils;
- ensures that no child is discriminated against whilst in our school

In order to meet its reporting responsibility, the governing body will report on the progress of the SEP annually, as part of its Annual Report to parents.

2.2 Senior Leadership Team (SLT)

The SLT promotes equality and eliminates discrimination by:

- implementing the school's SEP, supported by the governing body in doing so;
- ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's SEP and equality objectives,
- ensuring that all appointments' panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;

- treating all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, according to the Authority's and school's policies
- ensuring that all staff are aware of

2.3 Staff – teaching and non-teaching

The school regards equality for all as a responsibility for all. All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- ensuring that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's SEP;
- striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the LA and school's policies, e.g. reporting of racial incidents;
- supporting the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

3. Information gathering and Engagement

3.1 Purpose and process

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessment and identify which of the school's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. We take particular steps to ensure disabled children and young people, parents and carers are involved as is their entitlement. The reason that this progress is important is to understand the full range of needs of the school community.

3.2 Types of information gathered

The wide range of information gathered to support our planning and action to promote equality and eliminate discrimination includes the following:

- an analysis of the responses received from pupils, parents/carers, staff, governors and community groups following the distribution of a questionnaire to determine equality issues. The questions included in the questionnaire do not highlight specific protected characteristics, but seek to obtain stakeholders' views across the board;

- pupil attainment and progress data relating to different groups;
- children and young people's views actively sought and incorporated in a way that values their contribution;
- sports and activities choices of all groups;
- uptake of enrichment activities by group;
- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage;

3.3 Engagement

The school involves **stakeholders** including children and young people, staff, parents/carers, governors and other users of the school in relation to all equalities duties. We take into account the preferred means of communication for those with whom we are consulting e.g. translated materials or interpretation facilities for disabled people or those for whom English is an additional language or are newly arrived in this country.

The views of stakeholders and other equalities related groups are genuinely taken into account when we set priorities.

As a school we have involved stakeholders within this process- pupils, parents, staff by asking them to complete questionnaires about various aspects of equality within Ysgol Pontrobert. We have carefully studied these responses and no issues arise at all. Indeed, the responses are very positive indeed.

4. Equality Impact Assessment

Impact assessment refers to the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure no person is disadvantaged by school activities through discrimination. Impact assessments are an on-going process to ensure that the school's plans and policies are developed in an increasingly inclusive and equitable way.

As part of this school's compliance of the specific duties of the Act, we will continue to undertake impact assessment of all new policies and plans prior to them being implemented. Similarly, we will impact assess our existing policies and plans whenever they are reviewed. As such, impact assessments are incorporated into the school's planned review and revision of every policy.

Where impact assessments have been done, they will influence changes to policy and the review of the SEP itself.

5. Objectives and Action Plans

Our chosen Equality Objectives are

1. To have equal access to all abilities into the school

We have action plans covering all relevant protected characteristics (Appendix 2). These describe how we are taking action to fulfil both the general and specific duties.

The action plans show:

- objectives and specific actions;
- expected impact and indicators of achievement (success criteria);
- clear timescales;
- who has lead responsibility;
- resource implications;
- specified dates for impact assessment and review.

The school evaluates the effectiveness of the SEP on a regular basis, through the governing body and with Estyn when the school is inspected.

6. Publication and reporting

The school provides a copy of its SEP and its action plan to meet its equality objectives in a range of formats and actively makes it available to parents/carers and others, including those identified as difficult to engage. The school prospectus includes a reference to the SEP and the values underpinning it.

The school reports annually on the progress made on the action plans and the impact of the SEP itself on school ethos and practice within the school. This is undertaken as part of the Governors' Annual Report.

All data collected will be used solely for the purpose of analyzing trends by protected characteristic in performance, take -up and satisfaction with services offered by the school or local authority. Such information will be stored separately from personal information which identifies the individual. In order to protect the identities of individuals when trend information is published no counts containing less than 5 individuals will be published.

7. Monitor and Review

As part of our responsibility to monitor the SEP, we commit to:

- revisiting and analysing the information and data used to identify priorities for the SEP and action plans. This incorporates use of the overview of outcomes;
- using the impact assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of school planning and that discrimination is being eliminated effectively.

The review of the SEP informs its revision, the setting of new priorities and action plans. This process continues to:

- involve the participation of a full range of stakeholders;
- be evidenced based - using information and data that the school has gathered and analysed;
- use the evidence to do accurate impact assessments which inform priorities.

We will undertake a full review of our SEP by September 2016



Ysgol Pontrobert Strategic Equality Plan 2017 – 2020



Appendices

Appendix 1: Regional Equality Objectives

Appendix 2: School Equality Objectives and Action Plan

Appendix 3: Current school Access Plan 2017-2020

Regional Equality Objectives

South West and Mid Wales Authorities Consortium (swamwac)

1. Reduce Gaps in attainment between Boys and Girls and between other protected groups as identified in local data

National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled people and non-disabled people. Boys, black, Bangladeshi and Pakistani pupils and disabled children all perform poorly on average compared to other groups.

2. Implement new Welsh Government Bullying Guidance and reduce Identity based bullying in schools

The All Wales Survey of Bullying in schools (WG 2009) found a range of identity based bullying in schools across Wales. Examples include 22% of year 6 pupils had been 'bullied in a homophobic way'; 7% of year 7 pupils had been 'bullied in some way due to learning difficulties' and 3% of year 10 pupils had been 'bullied in some way due to race or ethnic origin'.

3. Reduce gaps in levels of attendance between different protected groups as identified in local data

Work is currently underway to improve data analysis which can identify differences in attendance trends between groups of pupils with different protected characteristics. Several reports have been commissioned nationally which examine attendance of Gypsy Traveller and Irish Traveller children. Each found that attendance was lower among these children.

4. Reduce the number of NEETs

Wales has a higher proportion of people who were not in education, employment or training (NEET) among the 16-24 year old group than England. Being NEET is a major disadvantage to young people.

5. Improve access to information and physical access to schools and other learning settings for pupils, parents and staff.

Head teachers and Governors need to be confident that all pupils can reasonably access services and are not unjustifiably disadvantaged by having any of the protected characteristics. Schools already have Disability Access Plans in place. However, schools and local authorities through the public sector equality duties need, to cater for the needs of all protected groups so the scope is wider than Disability Access Plans.

6. Raise awareness of equality and diversity issues among Pupils, Staff and Governors.

None statutory guidance on the Public Sector Equality Duties states that 'a listed body in Wales (including all Schools) must make appropriate arrangements to promote knowledge and understanding of the general and specific duties amongst its employees.' In the school context we wish to extend this to include pupils and Governors.

Strategic Equality Plan 2017 – 2020

Equality Objectives and Action Plan

Equality Objective 1. Address the possibility of under attainment of boys in relation to girls in Literacy at the end of Key Stage 2 especially in the writing aspect of the curriculum.				
Our Research: Analysis of the All Wales Core Data Sets has highlighted the possibility of boys' underperformance when compared to the girls at the end of Key Stage 2.				
Information from Engagement: Staff meetings, discussions and analysis of school data have highlighted this issue.				
Data Development: Boys attainment compared to girls will be very closely monitored particularly in writing in attaining level 5. All Wales Core Data Sets and school formative and summative data will be scrutinised to track boys' performance to ensure it is in line with the girls.				
This objective will be judged to be successful if...				
<ul style="list-style-type: none"> Boys' performance at the end of Key Stage 2 shows a marked improvement when compared with the girls. This will be highlighted by quantifiable data. Through pupil surveys boys show that they are more engaged in lessons and are demonstrating raised standards. 				
Actions:				
	Description	Responsibility	Start date	End date
1.1	Establish professional learning communities to raise standards in boys' literacy (writing) with focus on 'Talking The Text'. Pupil progress to be tracked and monitored rigorously.	Mrs C Parry PLC members	September 2017	September 2020
1.2	Ensure literacy resources e.g. non-fiction books and teaching approaches suit the learning of boys as well as girls.	Mrs C Parry All staff	September 2017	Ongoing

Strategic Equality Plan 2017 – 2020 Equality Objectives and Action Plan

<p>Equality Objective 2. Publish and promote the schools' Strategic Equality Policy (SEP) developed in line with the Equality Act 2010 through the school community.</p>				
<p>Our Research: Research indicates that many stakeholders were unaware of the Strategic Equality Plan and how the objectives are to be implemented.</p>				
<p>Information from Engagement: It was agreed that it would be useful to make stakeholders aware of the school's equality objectives by presenting them in school newsletters and on the website and by discussing them at staff and governor meetings.</p>				
<p>Data Development: Further data will be collected from stakeholders to ensure these measures have been successful and the equality plan and objectives are understood by all stakeholders.</p>				
<p>This objective will be judged to be successful if...</p> <ul style="list-style-type: none"> • Key stakeholders (staff, parents and governors) show a very good understanding of the school's equality objectives and contribute positively to the implementation of the action plans. 				
Actions:				
	Description	Responsibility	Start date	End date
1.1	Publish equality objectives on the school website.	Mrs. C Parry	September 2017 for website	December 2020
1.2	Discuss SEP and equality objectives in staff and governor meetings	Mrs C Parry and all staff	January 2017	Ongoing
1.3	Ensure stakeholders are invited to contribute to the implementation of the action plan in order to achieve the equality objectives.	Mrs C Parry Stakeholders	January 2017	Ongoing

Ysgol Pontrobert

Strategic Equality Plan 2017 – 2020

Equality Objectives and Action Plan

Equality Objective 3.

Ensure there is high quality access to information and physical access to the school for all pupils, parents, staff and governors and members of the wider community.

Our Research:

Our governors and senior management team need to be confident that all pupils can reasonably access services and are not justifiably disadvantaged by having any of the protected characteristics. Whilst we have a Disability Access Scheme and Access Plans in place research has shown that we need to cater for the needs of all protected groups outside the scope of the Disability Access Plans.

Evidence suggests that at Ysgol Pontrobert access within the school itself is very good but that a strategy needs to be developed to ensure that pupils with disabilities are able to participate in school trips and other off site activities.

Information from Engagement:

Discussions with staff have highlighted this issue particularly since we make such a strong commitment to off site outdoor education at beaches, camps and woodlands. It is therefore, essential, that should they occasion arise, then pupils with disabilities would be able to access these learning opportunities.

Data Development:

N/A

This objective will be judged to be successful if...

- Ysgol Pontrobert can demonstrate that disabled children have the same (wherever reasonable) opportunities to access off site activities as other children especially outdoor education.

Actions:

	Description	Responsibility	Start date	End date
1.1	Staff meetings to discuss ways of ensuring access for disabled children to off site activities and school trips.	Mrs C Parry All Staff	When required	When required
1.2	Should the need arise, a guidance document would be produced by the school to support and assist teachers and other staff who are planning to take disabled children to off site activities particularly outdoor education visits at local woodlands and Llangrannog	Mrs C Parry All Staff	When required	When required

APPENDIX 3

SCHOOL ACCESSIBILITY PLAN 2017 - 2020

SCHOOL : Ysgol Pontrobert

COMPLETED BY : Mrs C Parry

DATE : September 10th 2017

ACCESSIBILITY PLAN OUTCOME – PART A

Increasing the extent to which disabled pupils can participate in the school curriculum

1. Activities	2. Success Criteria	3. Responsibility	5. Cost	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p>Short Term (1 Year) Ensure teachers and assistants have the necessary training to teach and support disabled pupils.</p> <p>Ensure classrooms are optimally organised for disabled pupils.</p>	<p>Teachers and assistants received the necessary training to teach and support disabled pupils. All staff are trained in the use of an epi-pen.</p> <p>Classrooms are optimally organised for disabled pupils.</p>	<p>INSET Co-ordinator Headteacher School Nurse</p> <p>Headteacher Governing Body</p>	Budget	<p>BSF Evaluation and Sending Plans to be completed to identify training needs. Course feedback to be provided by attendees to all staff.</p> <p>Discussions with parents of disabled children, staff discussions etc.</p>	Ongoing (2016-2020)
<p>Medium Term (2 Years) <u>(Should occasion arise)</u> Encourage disabled pupils to take part in music, drama and physical activities.</p> <p>Explore and provide alternative ways of giving access to disabled pupils who can not engage in particular activities</p>	<p>Disabled pupils to take part confidently in music, drama and physical activities.</p> <p>Alternative ways of giving access for disabled pupils who can not engage in particular activities has effectively provided.</p>	<p>Headteacher Governing Body</p> <p>Headteacher Governing Body</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Discussions with parents of disabled children, staff discussions etc. to monitor progress. Are disabled pupils taking part in named activities?</p> <p>Discussions with parents of disabled children, staff discussions etc. to monitor progress.</p>	Ongoing (2016-2020)
<p>Long Term (3 Years) Ensure all school trips and visits, including residential visits are made accessible to all pupils irrespective of attainment or impairment</p>	<p>All school trips and visits, including residential visits are made accessible to all pupils irrespective of attainment or impairment.</p>	<p>Headteacher Governing Body Class Teachers</p>	Ongoing	<p>Discussions with parents of disabled children, staff discussions etc. to monitor progress. Have disabled pupils attended all trips/visits?</p>	Ongoing (2016-2020)

SCHOOL ACCESSIBILITY PLAN 2017 - 2020

SCHOOL : Ysgol Pontrobert

COMPLETED BY : Mrs C Parry

DATE : APRIL 10th 2017

ACCESSIBILITY PLAN OUTCOME – PART B

Improving the physical environment of schools to increase the extent to which disabled people can take advantage of education and associated services in schools

1. Activities	2. Success Criteria	3. Responsibility	5. Cost	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p>Short Term (1 Year) Ensure front entrance access is appropriate for disabled people.</p> <p>Ensure emergency and evacuation systems are set up for ALL pupils.</p>	<p>Front entrance fully accessible to disabled people.</p> <p>Emergency and evacuation systems established for ALL pupils.</p>	<p>Headteacher Governing Body</p> <p>Powys County Council Headteacher Governing Body</p>	Ongoing	<p>Surveys and questionnaires completed by able and disabled people.</p> <p>Churchill's Fire Inspection</p>	Ongoing (2016-2020)
<p>Medium Term (2 Years) Ensure pathways around the school site and routes are logical. Parking arrangements safe.</p> <p>Make sure disability signage is well positioned to disabled access areas.</p>	<p>Pathways around the school site and routes are logical. Parking arrangements are safe.</p> <p>Disability signage is well positioned to disabled access areas.</p>	<p>Headteacher Governing Body</p> <p>Headteacher Governing Body</p>	Ongoing Ongoing	<p>Discussions with disabled people using the site, and/or people with direct experience of disabled people. Are routes and pathways logical?</p> <p>Discussions with people with direct experience of disability. Is signage well positioned and effective?</p>	Ongoing (2016-2020) Ongoing (2016-2020)
<p>Long Term (3 Years) Review existing disability access – ensure the size and layout of all areas.</p>	<p>Existing disability access is effectively reviewed and updated– ensuring the size and layout of all areas allows access for all pupils.</p>	<p>Headteacher</p> <p>Governing Body (DES working Party)</p>	Ongoing	<p>Discussions with people with direct experience of disability, staff discussions etc.</p> <p>Are we providing effective disability access?</p>	Ongoing (2016-2020)

SCHOOL ACCESSIBILITY PLAN 2017 - 2020

SCHOOL : Ysgol Pontrobert

COMPLETED BY : Mrs. C Parry

DATE : APRIL 10th 2012

ACCESSIBILITY PLAN OUTCOME – PART C

Improving the delivery to disabled pupils of written information provided to pupils who are not disabled

1. Activities	2. Success Criteria	3. Responsibility	5. Cost	6. Monitoring	7. Evaluation
<i>What specific tasks do we plan to undertake to achieve our planned outcome?</i>	<i>How will we know whether we have achieved our target?</i>	<i>Who, Where</i>		<i>What evidence will be gathered? Who will collect it and how?</i>	<i>How effective is the action?</i>
<p><u>Short Term (1 Year)</u> Ensure that staff are familiar with technology and practices developed to assist people with disabilities. Ensure Governing Body is aware of their duties and responsibilities under the DDA.</p>	<p>Staff are familiar with technology and practices developed to assist people with disabilities.</p> <p>Governing Body is aware of their duties and responsibilities under the DDA.</p>	<p>Headteacher</p> <p>Staff</p> <p>Governing Body</p> <p>Governing Body</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Staff discussions as part of Performance Management to monitor familiarity with technology.</p> <p>GB meetings. Governor discussions.</p>	<p>Ongoing (2016-2020)</p>
<p><u>Medium Term (2 Years)</u> Ensure that information is presented to groups in a way which is user friendly for people with disabilities.</p> <p>Use facilities to provide written information in a variety of font sizes.</p>	<p>All information is presented to groups in a way which is user friendly for people with disabilities.</p> <p>Written information provided in a variety of font sizes.</p>	<p>Headteacher</p> <p>Staff</p> <p>Governing Body</p> <p>Headteacher</p> <p>Staff</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Discussions with disabled people using information presented in a way that is user friendly for people with disabilities.</p> <p>Is the presentation of information appropriate? What more do we need to do?</p>	<p>Ongoing (2016-2020)</p> <p>Ongoing (2016-2020)</p>
<p><u>Long Term (3 Years)</u> Provide information in simple language, symbols, large print, on CD ROM, or in Braille (as need dictates) for people who have difficulty with standard forms of printed information.</p>	<p>Information provided in simple language, symbols, large print, on CD ROM, or in Braille (as need dictates) for people who have difficulty with standard forms of printed information.</p>	<p>Headteacher</p> <p>Staff</p> <p>Governing Body</p>	<p>Ongoing</p>	<p>Review our current practices and assess the need for provide information in simple language etc.</p> <p>Discussions with people with disabilities who may benefit from this intervention.</p>	<p>Ongoing (2016-2020)</p> <p>Ongoing (2016-2020)</p>

