



DURHAM TRINITY SCHOOL AND SPORTS COLLEGE - EQUALITIES & ACCESSIBILITY ACTION PLAN

Action	Person/People Responsible	Cost/Resources	Milestone Towards criteria success	Success criteria	Monitoring	Evaluation	Progress to Date
To improve the access to physical activities for pupils with PMLD	Director of Sports	Meeting time CPD costs / supply cover Resources identified and purchased	Identified staff to attend training – November 2017 Identified staff to attend Rebound training – March 2018 Staff to cascade training across departments 2019 To review and purchase new resources including small sports hall refurb Sept 2019.	New PE curriculum programme of study in place. Staff trained in the delivery of PMLD physical activities. Updated PE policy including physical activities for PMLD pupils. Small Sports hall and resources purchased to meet needs of PMLD pupils.	Curriculum and Pupil Welfare. Finance Committee Curriculum Governor SLT Lesson Observations	Staff training evaluations Lesson observations Pupil data	Sensory dept teacher trained in PMLD PE. (Dec 2017) 2 staff trained in rebound therapy (Feb 2018).
To support pupils mental health and well-being through implementation of the THRIVE approach.	DHT – Behaviour lead Behaviour and Emotional Well-being working party.	Meeting time Management and Leadership time CPD – Thrive training (individual and whole school) Resources and area of school identified and	Staff identified and complete 10 days training – Nov 2018 Whole school training from Oct 2017 to July 2020. Behaviour Policy updated – March 2018.	4 new staff trained across the school (in total 6 staff trained) to deliver bespoke THRIVE interventions. All staff have good knowledge of THRIVE and how to support pupils mental health and	Curriculum and Pupil Welfare Finance Committee Behaviour Governor SLT/SPG	Staff, parents and pupil feedback from questionnaires. Lesson observations. Attendance data Pupil data including	2 staff currently being trained in Thrive. 2 staff booked on Thrive refreshers (summer term 2018) Behaviour and Emotional Wellbeing group updating

		refurb.	Anti-bullying policy updated – June 2018. Parents awareness session – Dec 2018 Resource purchased and suitable room refurb Sept 2019	well-being. Policies and curriculum overviews up to date. Suitable resources purchased. THRIVE room meeting supporting mental health and well-being of pupils.		behaviour.	behaviour policy. Whole school training – Oct and Nov 2017 Plans drawn for Thrive room – Jan 2018.
To develop Relationships and Sex Education Curriculum.	RSE Lead DHT - Curriculum Lead	Meeting time Management and Leadership time CPD costs – RSE lead and whole school.	School gains a place on the DCC RSE Commissioned programme – Sept 2017. RSE – action plan in place Oct 2017 to receive funding. RSE – to attend Level 2/3 Helping Skills course RSE to meet deadlines within RSE action plan. Audit – Autumn 2017 (working closely with RSE lead). Training and resources identified – Spring 2018.	RSE Policy and curriculum in place. RSE lead qualified at level 3. Suitable resources purchased and utilised for SEND and age appropriateness. Parents and staff have a good understanding of RSE and how to support pupils or signpost pupils around the subject of gender identity and sexual orientation.	Curriculum and Pupil Welfare RSE Governor SLT/SPG	Staff, parents and pupil feedback from questionnaires. Lesson observations. Attendance data Pupil data including behaviour	DTS&SC started RSE commissioned prog Sept 2017. RSE coordinator identified and wrote action plan Oct 2017. RSE coordinator completed Level 2 Helping Skills course. Wellbeing Friday afternoon activity available to pupils Spring term 2018. RSE working party in place meeting with PSHE coordinators

			<p>Staff CPD – Summer term 2018. Policy and curriculum proposal shared with all stakeholders – Summer 2018. Policy ratified by FGB Summer 2018.</p> <p>Parent awareness sessions 2018-19</p> <p>Programme of visitors to support career aspirations – Sept 2018-2020.</p>				March 2018.
To use data to identify any gender issues.	HT AHT - data lead	Meeting time Management and Leadership time Interventions	<p>End of year 2017/18 analysis of data by gender: Pupil performance Access to extra-curricular activities Attendance</p> <p>Autumn 2018 – use data to implement interventions or additional extra curricular activities.</p> <p>Programme of displays/visitors/ school visits to support gender identity and to</p>	<p>Data clearly presented to identify any key gender issues.</p> <p>Interventions and extra-curricular activities in place to support identified groups of pupils.</p> <p>Programme built into the curriculum to support gender.</p>	<p>Curriculum and Pupil Welfare</p> <p>Pupil Standards committee</p> <p>SLT/SPG</p>	<p>Feedback from pupil and staff questionnaires.</p> <p>Lesson observations.</p> <p>Attendance data</p> <p>Pupil data including behaviour and SMSC.</p>	Intervention proformas agreed Feb 2018

			eliminate gender stereotypes 2018-19.				
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