**Accessibility Action Plan – 2025 - 2026**

| **Objective** | **Actions** | **Success Criteria (SMART Goals)** | **Monitoring & Evaluation** | **Responsibility** |
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| **Monitor and Analyse Achievement Gaps for vulnerable groups.** | Collect and analyse data on attainment gaps for vulnerable groups (EAL, SEND, disadvantaged pupils)  Identify and implement relevant staff training. | Children in identified vulnerable groups will make strong progress from starting points.  Attainment gaps between vulnerable groups and peers will reduce.  Staff complete at least one CPD session annually on inclusive teaching strategies. | Termly progress tracking –  Staff CPD evaluations  Pupil progress meetings | Head of Schools, School Improvement Leads, SEND Leads, Inclusion Lead and SENco |
| **Increase Representation on the website, on school related social media, in the curriculum and resources and displays in the physical environment.** | Termly updates of the characteristics of cohort summaries used to inform provision.  Termly per reviews and external SEA visits to review positive representation.  Parent/carer surveys evidence embedded positive representation | Peer review reports will identify good practice around diversity and inclusion. SEA reports will evidence good practice around diversity and inclusion.  Parent/Carers will report a sense of high belonging.. | Termly internal and external review reports  Surveys for Parents/Carers  Staff meeting reflections | Head of Schools, School Improvement Leads, SEND Leads, Inclusion Lead and SENco |
| **A carefully planned series of pertinent cultural events and family engagement** | Plan and implement cultural events that reflect the diversity of the school community. –  Provide multilingual resources for better family participation  Ensure information is accessible in a format that can be translated  Provide technology that will support communication between languages during face to face conversations. | At least **termly events planned to provide learning for all children**–  Communication shared in a format that can be translated most of the time.  Where only PDFs can be shared staff will consider how to share key messages. | - Attendance logs - Parent feedback surveys - Observations of engagement levels  Families are involved with supporting the teaching of different faiths and customs. | Head of Schools, School Improvement Leads, SEND Leads, Admin Leaders |
| **Support Progress of children with SEND and EAL.** | Provide targeted CPD for staff on inclusive teaching and adaptive approaches.  Implement structured interventions for pupils with additional needs. | **100% of staff** receive annual SEND/EAL training. –  Children with SEND/EAL make strong progress from their starting points. | Termly internal and external review reports  Professional reflections on training.  Pupil progress tracking | Head of Schools, School Improvement Leads, SEND Leads, Inclusion Lead and SENco |
| **Enhance Communication and Engagement with Families** | Develop multilingual resources including video explanations.  Provide technology that will support communication between languages during face to face conversations.  Structure informal meetings for parental/carer support. | All parents/carers will engage with keyperson through either calls or emails.  Parent/Carer surveys will evidence they feel well informed. | Parent/Carer survey results. | Head of Schools, School Improvement Leads, SEND Leads, Inclusion Lead and SENco, Key person |

**Additional Information**

All schools within Roots Federation are on one level. Through continued monitoring, we ensure the building is accessible for all. All have disabled toilets and have access for wheelchairs. The availability of resources are universal and some schools have adapted resources provided by Physio and/or Occupational Therapists. No school has a hoist.