Accessibility and Equality Action Plan 2017 - 2018

Objective	Proposed Action	Success Criteria	Responsibility	Monitoring	Evaluation
Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July 2018, and report on this to Personnel Committee.	• Collect and analyse data for 2017 2018 academic year to identify race, gender and disability trends of applicants to the Link School • Compile a report to the Personnel Committee providing an analysis of results	• Report produced and distributed to the Management Committee • Share the findings with HR	CG	DW	
Have in place a reasonable adjustment agreement for all staff/learners who are LGBTQ or have disabilities and by July 2018, to meet their needs better and ensure that any disadvantages they experience are addressed.	• Rename 'disabled' toilets to 'accessibility' toilets but keep the wheelchair symbols on doors. • The Link School to become a Stonewall Champion. • Ensure that staff are trained to support colleagues or learners who identify as LGBTQ	• Relevant toilets renamed by end of February 2018. • School achieves Stonewall Champion status. • Staff trained to support to target homophobic, biphobic and transphobic bullying. • Rainbow Flag Award gained	SP/JC WE WE/DW SD/LO	CG RC RC DW	

Promote inclusivity through raising the awareness of the mental health issues across the school and ways in which the school can support staff and learners with these issues.	• Survey staff to gain feedback as to health and well-being needs and potential solutions • Develop Staff focus groups to highlight key stage specific issues. • Monitor risk assessments, the risk register and incident forms and act on major themes, feeding back outcome to the Management Committee	• Online health and well-being completed by staff. • Actions from discussions shared with SLT for consideration. • Monitoring completed which identifies triggers for interventions/support	DW DW SLT	Management Committee Management Committee Management Committee	