

AVOCET HOUSE

Equality Accessibility Plan

September 2015 to August 2018

This document reflects priorities that are outlined in the Avocet House Development Plan and integrated into that document.

Improving Information Gathering and Involving Others

- Development of children's involvement and voice through, recruitment procedures, place on sub committees and consolidation of community meeting process.

Y1: Cost: time and minor finance

- Redevelopment of formats for review process which capture children's and parents view.

Y1: Cost: admin time and minor finance

- Views of young people to be evident in key processes that reflect on their progress and areas for development.

Y1: Cost: time

- Young peoples forums of house meetings and learning Centre Tutorials will be established and a series of tangible positive outcomes can be identified as a result.

Y1: Cost: time

- A range of advocates, independent listeners and mentors to be identified for young people.

Y1/2: Cost: time, liaison with LAs, independent advocacy services to be explored

- Produce a coherent and fully planned strategy for young people's involvement in recruitment, selection and induction of staff.

Y1/2: Cost: admin time and minor finance

- Young people to provide regular feedback on individual staff performance.

Y1/2: Cost: time

- Introduce an SES Young People's Participation Policy and Practice document.

Y2: Cost: admin time and minor finance

- Consistent involvement of young people in national and local democratic councils and organisations.

Y3: Cost: time and minor travel expenses

Overall Costs are within normal budget allocations

Improving Access to and Participation in the Curriculum

- Improve 24 hr learning opportunities and experiences, all children to meet minimum quota of at least two 24hr plans at any one time.

Y1: Cost: varied activity costings depending on 24hr plans

- Improve learning opportunities and experiences outside Avocet House

Y1: Cost: time and minor travel expenses

- Embed personal social development targets within 24 hour learning through a holistic team approach.

Y1: Cost: time within regular structures

- Young people to be contributing to their own impact reports, transition planning and key work sessions

Y1: Cost: admin time

- Develop team knowledge of incorporating numeracy and literacy targets within 24 hour planning for young people.

Y1/2: Cost: time within regular structures

Overall Costs are within normal budget allocations

Improving Access to Information

- To implement development plan targets regarding children's involvement in the Welcome Guide.

Y1: Cost: meeting time and admin time, minor resource expenses

- To ensure all children have a range of visual prompts and visual communication regarding the structure of their days, forthcoming activities and events, together with a range of visual performance data.

Y1: Cost: time and minor resource expenses

- To develop a website that gives greater access of information to children, parents/carers and other interested parties

Y3: Cost of website refresh £1500

Overall Costs are within normal budget allocations

Improving the Physical Environment

- Asset management planning to identify areas of Learning Centre and Home that requires redecoration as per schedule.

Y1: allocated redecoration budget costs

- Ensure disability issues are built into an asset management process

Y1: Cost: time and minor resource expenses

- Maintain external play areas ensuring space outside is child play friendly

Y/2: Cost: ongoing allocated grounds and recreational equipment budgets

- Learning Centre kitchenette to be replaced with built in storage

Y1: Cost: allocated budget of £300

- Full renovation of house bathroom

Y1: Cost: allocated budget of £3,500

- Wooden flooring in home to be restored by professional sanding company

Y1: Cost: allocated budget of £5,500

- Basement to be refitted and available for professional meetings and as additional sleep in room

Y2: Cost: total budget costs of approximately £30000

- Conservatory to be rebuilt and restored to high quality condition

Y2: Cost: estimated rebuild of £35000

Overall Costs are within normal budget allocations