

## APPENDIX 1 : SCHOOL EQUALITY ACTION PLAN 2019 -2023

Equality Objective	Actions	How will the impact of the action be monitored?	Who is Responsible?	Timescale	Expected Outcomes
Research, introduce and develop pre-formal, semi-formal and formal curriculum pathways.	Research and implement a pre-formal and semi-formal curriculum with appropriate assessment for targeted groups of learners with PMLD and Complex Needs.	Curriculum PowerPoints, school prospectus and website	Senior leaders and & co-ordinators	September 2021 and ongoing	Embedded pre-formal, semi-formal and formal curriculum pathways.
Improve participation & engagement of parents/carers from ethnic backgrounds through the engagement of an EMAS teaching assistant.	Engage .2 EMAS TA.  Establish positive communication between EMAS TA and targeted families in order to improve attendance at relevant school events/networks.	Questionnaire & feedback from participating families	SLT / EMAS TA	September 2023  Termly reviews	Improved participation & engagement of parents/carers from ethnic backgrounds in relevant school events/networks.
To continually seek to improve the facilities for staff, students, parents/carers and visitors.	Creation of a new Melland High School pupil entrance.	New pupil entrance with associated signage, fencing and outside space.	BFET / MHS SLT / Campus Manager	September 2020	New pupil entrance for parents to pick up/drop off
To offer school documentation in accessible format for all.	Identify relevant documentation and follow best practice advice  Consult with EMAS TA re; potential input.	Documents published on school website.	SLT / EMAS TA	September 2022 and ongoing	Relevant documentation in accessible format for all stakeholders
Increase school places for pupils with PMLD and Complex Needs who need ground floor accommodation.	Consult with the LA and BFET regarding an expansion that would provide additional ground floor accommodation and outside spaces that are appropriately resourced.	MHS pupil numbers increase in line with demand across Manchester.	LA / BFET Trustees / MHS SLT / Campus Manager	September 2023 and on-going	Pupils with PMLD and Complex Needs will be taught within ground floor accommodation and have access to associated outside provision that is appropriately resourced.