

ST NICHOLAS CHURCH OF ENGLAND PRIMARY SCHOOL

ACCESSIBILITY PLAN AND EQUALITY SCHEME

This document reflects the schools commitment to equal opportunities, accessibility and equality.

It is produced in accordance with the Equality Act 2010

This policy reflects our Christian values, which recognise, celebrate and welcome diversity. We believe that each and every one of us brings something valuable to our school family. We aim to develop pupils' personal qualities and achievements.

The mission statement of our school talks of valuing the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest standards.

This policy helps to ensure that this happens for all of the children in our school, regardless of their age, religion, gender, ethnicity, attainment or background.

AIMS

We aim to provide equality in the education and opportunities available to all those receiving services from the school. We must consider the rights of staff, pupils, prospective pupils, parents, carers and governors. We will encourage positive attitudes to diversity and ensure that all those who learn, teach and visit the school are respected and valued. We will endeavour to help children reach their full potential and will ensure equality of access to a broad and balanced curriculum for all pupils. Our school aims to be an inclusive school which means that the quality of opportunity must be a reality for our children and staff. We make this a reality through the attention we pay to different groups within our school.

This may include –

- Male and female
- Minority ethnic and faith groups
- Children who need to learn English as an additional language
- Children with special educational needs
- Children with medical needs
- Gifted and talented children
- Any children who are at risk of disaffection or exclusion

RATIONALE

In order to promote equal opportunities and accessibility within our school, we must first acknowledge the existence of inequality and discrimination in modern society. We accept that prejudice exists in many forms, and that individuals can face discrimination based on factors such as gender, age, ethnicity, disability, gender reassignment, pregnancy, maternity, religious affiliation or sexual orientation.

While such forms of discrimination are present in society as a whole, this document will focus on those forms which we consider to be most relevant to the staff and pupils of St Nicholas Church of England primary school.

Disability is defined by the Equality Act 2010 as:

- *“A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.”*

As a public body, we have a general duty arising from the Equality Act 2010 to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality and opportunity
- Foster good relations between people from different groups

Pupil specific targets

We must ensure that no pupil, regardless of gender, age, ethnicity, religious belief or disability, will face barriers to their learning or participation in the opportunities available at our school.

“No pupils should be denied access to the full range of the curriculum in so far as he or she is able to benefit from it. The achievement of the high ideal places a great responsibility upon the schools to ensure equality of opportunity and upon teachers to select the most appropriate teaching methods.”

National Curriculum Council 1989

We must not discriminate against any pupils in admissions or exclusions and no pupil should be treated less favourably than others or be put at substantial disadvantage.

Staff specific targets

We will also ensure equal opportunities for all staff as identified in the Equality Act 2010. We believe that treating staff in a fair and equitable manner engenders confidence and security and encourages staff to perform to the best of their ability for the benefit of the school and its pupils.

Demonstrating equality at staff level also works to reinforce to pupils the school’s commitment to fairness and equality.

OBJECTIVES

In order to ensure equal opportunities for all pupils we will:

- Provide access to an enriched, broad and balanced curriculum which can be adjusted to meet the needs of individual pupils while endorsing the key principles of the national curriculum.
- Respond to the pupil's diverse learning needs and set suitable learning challenges.
- Identify potential barriers to equality and accessibility and develop strategies to overcome them. See Action Plan, Appendix 1.
- Publish evidence annually to prove that those strategies are being implemented. See Evidence to support the Accessibility Plan, Appendix 2.
- Create an atmosphere in the school within which prejudice, discrimination and stereotyping will be challenged and eliminated.
- Develop a positive attitude towards people from all communities.
- Promote positive images and expectations.
- Prepare pupils for life in society containing many other cultures.
- Increase knowledge and understanding of issues relating to the Equal Opportunities.
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With regard to our staff, we will:

- Ensure that no employee or job applicant receives less favourable treatment than any other (with regard to the General Duty arising from the Equality Act 2010)
- Ensure that the objective and job-related criteria apply to all the school's employment policies, particularly recruitment and selection.
- Acknowledge patterns of societal inequality and seek to treat fairly those from groups which have traditionally experienced disadvantage.
- Provide opportunities for all staff and governors to receive appropriate training and support consistent with their duties, responsibilities and aspirations.
- Ensure that all staff are paid in line with nationally agreed pay scales.

As employers, we must also demonstrate equality during periods of recruitment and will:

- Ensure the maximum level of objectivity in the selection process and judge all applications from candidates solely on merit.
- Eliminate prejudice based on common stereotypes.
- Leave candidates feeling they have been dealt with fairly.
- Welcome applications from candidates whose gender or ethnicity is under-represented.
- Ensure that the roll of Governor is open to all who qualify, paying regard to the General Duty.

This policy will be reviewed and updated regularly.

Appendix 1

Action plan to highlight potential equality issues or barriers to accessibility and the proposed strategies to overcome them.

Equality issue/barrier to accessibility	Accessibility Objective	Personnel Involved	Timescale	Requirements
Inequality of access to the curriculum	Deliver an inspirational curriculum in a way that is open to all pupils	Head Teacher All teaching staff	Summer 2019	INSET time Staff meetings
A lack of positive images of minority groups or those at risk of inequality in curriculum materials	Ensure we have positive and diverse images in our curriculum materials	Head Teacher All teaching staff	To continue as ongoing	Curriculum Budget
The school premises may pose accessibility issues for some pupils	Consult with disabled pupils and their parents to ensure that the existing site and any proposed development/alteration/decoration will meet their needs	Learning Environment committee Head Teacher		Variable
Accessibility issues on school visits	Ensure all school trips are open to all pupils	External visit co-ordinator		Variable
The specific needs of individuals must be considered and the formats used within the school should be adapted where appropriate	To make ourselves aware of local services, including those provided by the LA, for providing information in alternative formats where required	Administrative Assistant		Variable
Differential Achievement	Analyse data with appropriate differentiation and encourage all pupils to achieve their full potential	Assessment Co-ordinator Head Teacher Class Teachers	Ongoing	
Access to Physical Education and sport	To offer, where possible, all pupils equal access to PE and Sport (unless restrictions have been imposed by outside bodies). To consider the needs of all pupils and adapt PE/Sports provision where possible to ensure participation by all.	PE/Sports Co-ordinator	Ongoing	Variable
Inequality of access to Schools Clubs	Ensure all pupils are given equal opportunities to participate in all clubs and work to remove gender bias in certain activities	Club Organisers Head Teacher Class Teachers	Ongoing	Variable
Pupils at risk of inequality may have less opportunity to express their views and opinions	Ensure that all pupil's voices are heard and promote the awareness of quality and discrimination throughout the school	Head Teacher	Ongoing	Assemblies Pupils councils

