

Rothersthorpe CE Primary School



Equality and Accessibility Plan Statement

At Rothersthorpe CE Primary School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Equality/Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting of progress of the Equality/Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Equality/Accessibility Plan is structured to complement and support the school's Equality Objectives, and is available upon request. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

Rothersthorpe CE Primary School is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Rothersthorpe CE Primary School Equality/Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Equality/Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve the extent to which disabled pupils can participate in the school curriculum. For example updating policies and plans; resources; support and individual adjustments; staff training.
- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.
- Improve and maintain the 'Protected Characteristics' within equality law such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

The Rothersthorpe CE Primary School Equality/Accessibility Plan relates to the key aspects of the curriculum, physical environment, and written information, as well as 'Protected Characteristics' within equality law.

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

The Equality/Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Behaviour & Discipline Policy
- Critical Incident/Emergency Plan
- Health & Safety Policy
- Supporting Pupils with Medical Conditions
- Fire Safety & Security Policy
- School Improvement Plan
- Inclusion Policy
- Asset Management Plan

The Equality/Accessibility Plan for physical accessibility remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this plan and therefore some items will roll forward into subsequent plans. An audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Equality/Accessibility Plan for the ongoing period.

The Equality/Accessibility Plan will be monitored through the Governor Committee.

The Equality/Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

It is a requirement that the school's Equality/Accessibility Plan is resourced, implemented, reviewed and revised as necessary.

The priorities for the Equality/Accessibility Plan for our school were identified by:

- **The Governing Body**
- **Head Teacher and SENCO**

Our school's Equality/Accessibility Plan in full detail is currently being reviewed by our Governing body and is available upon request.

A plan of the school buildings showing areas of accessibility is also available on request.

Approved By:

Mrs. Nicola Fountain – Headteacher
Mrs. Fiona Newitt – Chair of Governors

Date: September 2015