

GILBERT SCOTT PRIMARY- STATEMENT OF OBJECTIVES FOR EQUALITY 2017
(Including Physical Access Plan)

Under the Equality Act 2010 schools should have an Accessibility Plan. 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 Accessibility Plan is listed as a statutory document of the Department for Education's guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Board, an individual or the Headteacher.

At present we have one wheelchair dependent pupil.

The school has internal emergency signage and escape routes are detailed in each room across all our buildings.

Current range of known disabilities

We have a range of children with disability which include moderate learning difficulties and some with specific medical conditions.

Increasing access for disabled children to the school curriculum

Improving teaching and learning lies at the heart of the school's work. Through self-review and Continuous Professional Development (CPD), we aim to enhance staff knowledge, skills and understanding to promote excellent teaching and learning for all children. We aim to meet every child's needs within mixed ability, inclusive classes.

It is a core value of the school that all children are enabled to participate fully in the broader life of the school. Consequently, all children have always been permitted to attend age relevant after school clubs, leisure and cultural activities and educational visits. The only exception would occur if a child had breached school rules when deprivation of club attendance may be used as a suitable short term sanction and to ensure the safety of others.

Objective	Aspect of Equality Duty	Success Criteria	Action	Resources	Target date	Lead	Links to other areas
To improve the attainment of disadvantaged pupils.	Advance equality of opportunity	For pupil premium to be used effectively to target this group. To see more FSM pupils achieve rapid gains in progress and attainment	Use of teachers to target need. Collate and analyse data relating to attainment by target group. Introduction of 'pre-teach'/evaluate impact Review of intervention approaches	PPG Training on pre-teach for teachers and TAs	2016 onwards	SLT	SDP
To increase staff understanding of equality and its implications on a day to day basis.	Eliminate discrimination	All staff understands their role with respect to the Equality Act and the implications for their practise.	Staff meetings Access to updated policy Training to support knowledge of SEN/Mental health/Radicalisation and Child Protection	Staff meetings CPD Prevent training	On going	SLT	Equality policy
To promote positive mental health and well-being.	Eliminate discrimination Advance equality of opportunity	Raised self-esteem To feel secure in a positive and trust worthy environment A healthy school approach to supporting mental health and well-being	Systems to support identification Use of Boxall profile to identify specific needs Access to a range of internal therapeutic strategies Access to external support	Staff meetings CPD Allocated space designed to meet the need	On going	Senco	Inclusion Healthy Schools

Physical Access Plan for Gilbert Scott Primary 2016/2018

Present Situation	Targets for Improvement	Planned Impact	Cost	Target date	Led by	Aspect of Equality duty
Visibility on interactive whiteboards is poor.	Replace 4 classroom IWBs..	Improved visibility for pupils in class	£6000	Aut 2016	School	Advance equality of opportunity
Wear & tear on stair nosings	Replace stair nosing around the school	Improve visibility and safety	TBC	Spring 2017	Caretaker	SEND Code of Practice
Maintain internal flooring/corridors	Replace flooring where it has lifted.	Even surface	?	April 2017	LA	Advance equality of opportunity
Path condition around school	Continue to maintain pathways around the school	Remove uneven trip hazards	variable	Ongoing	School	Advance equality of opportunity
Increase seen in social and emotional barriers to learning	Develop opportunities through training in ELSA, Drawing and Talking and Theraplay	Breakdown barriers to learning, raise attainment for pupils.			School	SEND Code of Practice
Ensure that all children with access needs can be safely evacuated	Put in place Personal Emergency Evacuation Plans for children with difficulties	As required	As required	Inclusion Manager	Disability Access	SEND code