



Winterton Junior School Equality Policy (including Accessibility Plan)

This Equality Policy brings together all previous policies and schemes around equality including those that we had previously for Race, Gender, Inclusion and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects, which have the potential to discriminate against, or to devalue any individuals within our community.

We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments.

Our Mission Statement

At Winterton Junior School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, nationality, gender, disability, faith or socio-economic background. We aim to develop a culture of inclusion and diversity in which all of those connected to the school feel proud of their identity and able to participate fully in school life.

We recognise and accept our equality duties as set out in:

- The Equality Act 2010
- The Race Relations Act 1976 and amended Race Relations Act 2000
- The Disability Discrimination Act 2005
- Gender Equality Duty 2006

The achievement of pupils will be monitored using contextual data (i.e. race, gender, FSM and disability) and we will use this data to support pupils, raise standards and attainment and ensure inclusive teaching.

Aims

- To eliminate discrimination, harassment and victimisation
- To promote equality of access and opportunity within our school and within our wider community
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, young carers and ethnic origins.

Discrimination

It is the right of all pupils to receive the best education Winterton Junior School can provide, with access to all educational activities organised by the school. We do not tolerate any forms of discrimination. Should an incident occur we will act immediately to prevent any repetition of the incident.

We endeavour to make Winterton Junior School welcoming to all people. We promote an understanding of different cultures through topics studied by our pupils and we reflect this in the work displayed around our school. Our curriculum reflects the attitudes, values and respect that we have for people.

Should anyone at our school be a victim of discrimination, we will do all we can to support that person in overcoming any difficulties they may have. Any discrimination incidents are logged by the Headteacher, reported to the Local Authority on a termly basis and reported to governors through the termly Headteacher's report to Governors.

The role of Governors

- The governing body is committed to equal opportunities, and it will continue to do all it can to ensure that Winterton Junior School is fully inclusive to all members of the school community and that everyone is treated fairly and with equality.
- The governing body seeks to ensure that no one is discriminated against when applying for jobs.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strives to make the school communication systems as inclusive as possible.
- The governors welcome all applications to join Winterton Junior School, whatever a child's socio-economic background, race, gender or disability.

The role of the Headteacher

- It is the Headteacher's role to implement Winterton Junior School's Equality Policy and she is supported by the governing body in so doing.
- It is the Headteacher's role to ensure all staff are aware of the school's policies and that staff apply the guidelines contained therein fairly in all situations.
- The Headteacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The Headteacher promotes the principles of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme, in displays around the school and contained within Winterton Junior School's Code of Conduct.
- The Headteacher treats all incidents of unfair treatment and any incident of bullying or discrimination with due seriousness. She keeps detailed records of any discrimination incidents, which are used to complete reports to the Local Authority and Governors in the Headteacher's Report on a termly basis.

The role of all staff

- All staff will ensure that everyone is treated fairly, equally and with respect, and will maintain awareness of Winterton Junior School's Equality Policy.
- All staff strive to provide materials that give positive images based on race, gender and disability, and challenge stereotypical images.
- All staff will challenge any incidents of prejudice or discrimination, and record any serious incidents, drawing them to the attention of the Headteacher.

Monitoring

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governing body does this by:

- Monitoring the progress of different groups of pupils and comparing them to the progress made by other pupils in the school.
- Monitoring the staff appointment process.
- Taking into serious consideration any complaints regarding equality issues from parents and carers, staff or pupils.
- Requiring the Headteacher to report the relevant statistics to governors on a termly basis in the Headteacher's report to Governors.

Equality Policy written by: Cathy Logan Autumn 2016

Equality Policy agreed by staff: Autumn 2016

Equality Policy approved by Governors: Autumn 2016

Equality Policy review date: Autumn 2019

ACCESSIBILITY PLAN

Winterton Junior School is fully accessible for people with disability:

- There are disabled toilets available in all buildings
- Doors are wide and suitable for wheelchair access
- Corridors are wide
- There is a disabled parking space within the car park for parents and visitors to use
- Car parking spaces close to the school entrance have been designated to staff with disabilities
- The main entrance door has a power assisted button to open it at wheelchair height
- Where there are steps, ramps are also available for access
- Signage is in line with disability policy expectations
- Colour schemes throughout school are being improved for clear definition on a rolling programme
- Sockets are set at appropriate levels
- Appropriate background colours are chosen for Interactive screen presentations
- Lift available for upper floor access in Engineering Hub

TARGETS	STRATEGIES	RESPONSIBILITY	TIMESCALE	SUCCESS CRITERIA
To ensure all areas within school are free from obstructions enabling good access and unobstructed movement around school for all	All staff and caretaker to be proactive in ensuring good, clear accessibility in and around school at all times	Headteacher Caretaker All staff Governing Body H&S committee	Ongoing	All staff aware of target. All pupils and adults have unobstructed movement in and around school
To ensure disabled parents/carers and family members have every opportunity to be involved in the school community	Utilise disabled parking spaces for disabled members of the school community	Headteacher SENDco Pastoral Manager	Ongoing	All members of the school community including those with disabilities are able to access the school campus and join in all activities held in school.
Continue to establish and maintain close liaison and good working relationships with outside agencies in relation to pupils with additional medical/mobility needs	Ensure good relationships and collaboration between key personnel	Headteacher SENDco Pastoral Manager	Ongoing	All advice acted upon and needs met effectively
Ensure full access to the curriculum for all pupils	Specific equipment/resources sourced Curriculum differentiated according to individual needs	Headteacher SENDco All staff Governing Body	Ongoing	Appropriate support and resources/equipment enables full access for all pupils.

	Teaching styles adapted as appropriate to individual needs			
Review and evaluate attainment and progress of all pupils including SEND and more able pupils	Pupil progress meetings; SEND review meetings; and termly liaison with parents/carers	Headteacher SLT Governing Body	Termly	Good or better progress made by all pupils.
Educational Visits accessible to all pupils	Risk assessments and pre visits as appropriate	Headteacher EVC Classroom Teacher	As required	All pupils at WJS able to access all educational visits and take part in a range of activities
Ensure PE is accessible to all pupils	Collate information on accessible PE and disability sports	Headteacher PE subject leader	As required	All pupils have access to PE
Layout of WJS to allow access for all pupils to all areas including outdoor areas and building on campus	Consider needs of disabled pupils when considering any maintenance and/or redesign	Headteacher Governing Body H & S Committee	As required	Whole WJS campus accessible for all
WJS aware of all the access needs of disabled pupils, staff, governors, parents/carers and visitors	Be aware of adult and child access needs and meet as appropriate Consider access needs during recruitment process	Headteacher Governing Body	As required	Healthcare plan in place for disabled adults and children and all staff aware of adults'/pupils' needs as appropriate. WJS accessible to all
Ensure adequate signage and external access for the visually impaired	Appropriate signage	Headteacher Governing Body	Ongoing	Signage meets requirements of H & S Policy
Ensure all disabled adults and children can be evacuated safely	Develop a system to ensure all staff are aware of their responsibilities	Headteacher	As required	All disabled adults, pupils and school staff are aware of evacuation procedures in the event of a fire alarm
Availability of written materials in alternative formats for adults and children	An awareness of services available through LA Ensure all necessary documentation is available on WJS website Modify documents as appropriate	Admin IT Techs Classroom teachers	As required	All adults receive information in a form that they can access Staff produce their own resources for pupils in their class
Maintain continence facilities	Provide designated changing area and appropriate equipment	Caretaker Staff	As required	Continence facilities are maintained