



Cavendish Primary School

Equality Schedule and Accessibility Plan

Approved by: Governing Body

Date: October 2019

Last reviewed on: November 2019

Next review due by: November 2020

Introduction

Cavendish Primary School welcomes its duties under the new Equality Act (2010).

The Equality Act establishes 9 protected characteristics which apply to schools. Only the first 7 characteristics apply to pupils:

- Disability
- Race
- Sex
- Gender reassignment
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Age

Public Sector Equality Duty (2011)

This policy sets out how Cavendish Primary School has paid due regard to the need:

- **to eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act
- **to advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **to foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

Specific Duties under the Public Sector Equality Duty

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

Definition of 'due regard' and how we aim to comply with the principles of the general duty

1. While making a decision that might affect an equality group, the decision maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated
2. The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community
3. The duty is continuing, so we will revisit it and bear it in mind constantly
4. We will keep records to show that the equality duties have been considered on each occasion

School Ethos, Vision and Values

At Cavendish Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, with a particular focus on those who share a protected

characteristic. We recognise that treating people equally does not necessarily involve treating them all the same. We aim to include a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We apply the principles of the act as can be seen from the following: Anti Bullying Policy; Safeguarding Policy; Behaviour Policy; the curriculum in general but with specific regard to PSHCE and RE.

What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do.

- i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 - iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- All newcomers to school are given the opportunity to identify themselves as disabled (children and adults)
 - All children in school are included in school life via our house system, school council and circle time
 - Protected groups of children have been consulted on their attitude to school and any issues identified been rectified where possible (as part of DES)
 - We ensure all children are tracked throughout their school career and action is taken to improve access where needed
 - All additional support given to children is recorded and evaluated on a half termly basis
 - All school activities are made available to all children by ensuring reasonable adjustments are made to include those who require it
 - We teach tolerance and cohesion as part of our whole school ethic and explore difference and acceptance through as many teaching opportunities as possible but explicitly through PSHCE
 - We employ a restorative approach to conflict resolution (whole school staff Restorative Practice trained)

Equality Impact Assessment

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we have carried out a review of all aspects of school life with regard to the protected characteristics by means of an Equality Impact Assessment.

This has been carried out as a staff at a staff meeting and shared with the governing body and parents.

Any gaps in provision and practice that are identified form part of an action plan (see action plan – appendix).

Our future intention is to use an Equality Impact Assessment when we intend the following actions:

- to introduce new provision or practice

- to change or reduce provision or practice
- to remove provision or practice

1. Consultation

School recognises the importance of taking account of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face. Bearing in mind the protected characteristics, consultation with those we have identified as likely to be affected forms part of every Equality Impact Assessment. Primarily we consult with pupils. However we also consult with parents/carers, staff, governors and other school users when appropriate. We consult in the following ways:

- We allow each class to elect their own school council member but we ensure all groups are included in the process through the use of circle time to feed to and from the school council meetings
- We offer all children the opportunity to talk with a pupil mentor or an adult if they have something they wish to discuss
- We include children's opinions at any reviews relating to the provision provided for them if they are able to contribute
- We, periodically, speak to protected groups about their attitudes to school and any issues they perceive
- We communicate with adults in a variety of ways to ensure as many can be included: newsletter (all read to children before being taken home), notice board, text message, Twitter, website, email, parents forums

2. How we measure the impact of any changes

We monitor the ongoing impact of these changes on those who may be affected in the following ways:

At Cavendish Primary School we measure the impact by the following methods:

- Tracking of progress of every child and protected groups on a termly and annual basis
- Annual in school pupil survey
- Reference to Parent View
- Parents forums
- School council

3. Publication and Review

The specific duties under this Act require us to be open and transparent about all our decision-making processes, intentions and results.

We record the results of our equality impact assessment and action taken. We review and publish this information and its impact on our pupils through:

A termly report to the Governing Body

- Approved minutes of governing body meeting published on the school website
- Parents consultation evening
- Parents forums

Action Plan

Objective	Actions	Time scale	Person/s Responsible	Resources	Measurable Outcome
To maintain and develop a physical environment which is inclusive of all learning styles and needs	Regular learning walks to ensure agreed practise is consistent throughout school	Ongoing	SLT and all teaching staff	Physical resources to be bought from team budget	Classroom will be consistent and reflect agreed strategies e.g. visual timetable, colour coded working walls
To maintain and develop communication with parents which allows ALL to be involved.	Continue to use text, parent forum, website and phone calls to communicate with parents. Develop role of community worker. Maintain open access culture. Ensure all parents are accommodated for parents evening and all other events.	Ongoing	JN/ND	Time (staff meeting) Allocation of time/support to parent liaison worker	Positive feedback from parent questionnaire Parents involved in school events
To give all community members access to information (general & relating to equality)	Approved minutes displayed on school website. Digital formats of all documents/policies available. Communication through text messages, accessible website and social media.	Immediately and ongoing	ND/JN/AC	Time	Parents feedback

Incorporate new equality legislation into all school policies.	All policies to be reviewed (following the review schedule) considering Equality Act 2010 and Public Sector Duty 2011	Immediately and ongoing	ND/JN and subject leaders as needed	Nothing additional to current practise	Policies will reference legislation as they are reviewed
Equal access to curriculum for children with medical needs	Fully trained staff. Apply for High Needs Funding for specific pupils (EHCP). Support from School Nurses (Diabetes Team, etc) where necessary. Monitoring pupil progress of this specific group in	Immediately and ongoing	JN/CB	Meeting time	Pupils with medical needs are supported where necessary in lessons