



### **GOSDEN HOUSE SCHOOL ACCESSIBILITY POLICY**

*Gosden House School recognises and values the contributions that parents, carers, governors and other members of the community can make. We will endeavour to encourage the wider community to understand the aims and vision of the school and to involve them wherever possible.*

#### **Provision of information in other formats**

*We will endeavour, wherever possible, to provide information in alternative formats when required or requested.*

*Examples of this are by using email, royal mail, enlarged print versions, audio tapes, translations, symbolled text.*

*Adequate prior notice would be required through the school office.*

#### **Accessibility to premises**

*To continue to ensure that the school building and grounds are accessible to the extended school community, pupils, staff, governors, parents and community members.*

## **GOSDEN HOUSE SCHOOL EQUALITY POLICY**

### **Rationale**

In line with our Aims, Gosden House School is committed to respecting the equal human rights of all our pupils and to equality in education.

We also respect the equal rights of our staff, parents and stakeholders. In particular we will adhere to the relevant legislation and implement an Equality Scheme under the following areas:

- Disability
- Race
- Gender
- Sexual Orientation
- Religion
- Age
- Gender Reassignment

### **Aims**

1. To involve all stakeholders in the practise of producing an Equality Scheme, which will form part of the School's Strategic Plan.
2. This plan to cover a period of three years and to be reviewed and monitored on an annual basis.
3. The Equality Scheme to be available on the School's website.
4. To promote a positive and proactive approach to the elimination of discriminatory practises.

5. To engender a culture where discrimination is unacceptable, is reported when it occurs and is dealt with in accordance with the School's disciplinary procedures.

## **Responsibilities**

### **The Governors are responsible for:**

- Making sure that the school complies with the relevant equality legislation.
- Ensuring that the school Equality Policy and Scheme are monitored and implemented.

### **The Headteacher is responsible for:**

- Ensuring that the school Equality Policy and Scheme are monitored and implemented.
- Ensuring that the Policy and Scheme are available and understood by all.
- Reviewing and reporting on the progress of the Scheme.
- Taking appropriate action when discrimination is detected.
- Reporting annually to the Governors and the authority with regard to numbers of reported incidents.

### **The Head of School is responsible for:**

- Ensuring all staff know their responsibilities and have received the necessary training to carry them out.

### **All staff are responsible for:**

- Ensuring that the Policy and Scheme are followed.
- Reporting any incidents of discrimination, i.e. racism, gender / homophobic bullying, ageism etc.
  - For procedures for reporting an incident staff should refer to the Whistle Blowing Policy.
  - For non staff members, incidents should be reported to the Headteacher and in the event that the incident relates to this person, to the Chair of Governors.
- Being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good race relations.
- Avoiding discrimination against anyone
- Keeping up to date with the law regarding discrimination and equality.
- Taking up training and learning opportunities.

## **The Equality Action Plan**

This sets out how the school will work to promote equality. It addresses our specific duties under the:

- Equality Act 2010
- Disability Discrimination Act 2005
- Race Relations (Amendment) Act 2000
- Special Educational Needs Disability Act 2001

All new and existing policies when reviewed will be modified with regard to these duties. The Equality Scheme will be devised and reviewed in consultation with staff and governors.

This policy supersedes any previous access plan.

Please read in conjunction with:

- Equality Scheme
- Special Educational Needs Policy
- Equal Opportunities Policy
- Whistle Blowing Policy

**Date implemented:** September 2013  
**Date due for review:** September 2014  
**Person responsible:** Head Teacher