



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 EQUAL OPPORTUNITIES STATEMENT

Date of original policy	September 2013
Original school author	Cindy O'Sullivan
Review date and SLT initial	September 2014 COS
Next review date	September 2018
Date approved and signed in governing body meeting	
Signed Chair of Governors	Signed Head teacher

This Equality Policy Statement expresses our commitment to equality and sets the standards we have for achieving equality in all that we do.

Our vision is that Gosden House School will embrace the principles of equality and make it a part of everything that we do.

Implementing this statement will help us improve our equality action with all our employees, students, parents & carers and communities.

Our commitments to equality are:

- Building fairness into all that we do
- Eliminating all forms of inappropriate discrimination
- Listening, responding and working together with our employees, students, parents & carers and other stakeholders.
- Providing services which are available to everyone
- Continually improving all that we do based on equality
- Developing environments where people are valued and respected
- Providing equality of opportunity in our employment practices
- Providing learning and development opportunities for all our staff to enable us to fulfil our commitment to equality
- Working with other agencies to ensure our commitments to equality are delivered
- Taking any complaints about inequality seriously

What do we mean by equality?

In our employment practices and in providing services, equality involves:

- Providing fairness and equality of opportunity
- Recognising that everyone is different and that these difference must be equally respected, and
- Challenging discrimination so that we demonstrate our commitments to equality and do not exclude people or make them feel isolated.

We are fully committed to tackling all forms of unlawful or unfair discrimination including those on the grounds of: age, caring responsibilities, class, colour, disability (including physical, sensory impairment, mental health problems, or learning disability), ethnic, gender reassignment, HIV status, language, marital status, nationality, part-time working, race, religion, sex, sexuality or trade union membership.

What are unacceptable practices?

Discrimination can be direct, indirect, intentional, unintentional, or institutional. Discrimination is unlawful. Direct discrimination is where an individual or group receives less favourable treatment with some unjustifiable reason because of sex, race or disability. Indirect discrimination is applying unjustifiable requirements and conditions that have a disproportionate impact on an individual or particular group. Individuals, in law, have a responsibility not to discriminate.

Institutional discrimination is the collective failure of an organisation to provide an appropriate and professional service to people because of their background, or experience. It can be seen in our attitudes, behaviours and procedures that amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and stereotyping which disadvantage people.

What does tackling discrimination mean for us?

Overcoming our own prejudices and assumptions about others is a major step towards embracing equality within our school. Assumptions are often based on appearances and are a part of how we, as individual, view others. Recognising that assumptions are not necessarily an accurate assessment of a person or situation, will allow you to make decisions based on equality. We can then avoid the costly effect assumptions may have on others.

We all need to re think what we do and how we behave to achieve equality, which is not about treating everyone the same, but recognising and respecting differences and treating each other with fairness and dignity.

How we can show our commitment to equality?

- Show respect and dignity to others
- Be open and honest, expressing any criticism in a sensitive and constructive way
- Take a stand against discrimination by showing personal responsibility e.g. speak out against discriminatory jokes and remarks
- Make a formal complaint if you witness a racist attack
- Work towards providing accessible information, venues, offices and meeting places.
- Develop team approaches to a work-life balance
- Provide services which recognise that many people have major caring roles i.e. those who look after someone cannot manage without help because of sickness, age or disability
- Ensure that we offer team briefings, meetings, and training which consider the needs of part-time workers.
- Be clear about essential elements of a job profile so we do not over specify and limit the pool of applicants.
- Valuing our workforce throughout their working lives with us, and ensuring it is built on open and fair employment practices.
- Raising awareness about equality and providing training for employees on equality.