



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.

EQUALITY POLICY

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|---|---|
| Date of original policy | Jan 2019 |
| Original school author | Cindy O'Sullivan |
| Review date and SLT initial | Jan 2019 COS |
| Next review date | Jan 2022 |
| Date approved and signed in governing body meeting (if Applicable) | N/A |
|  | Signed Head teacher Cindy O'Sullivan Date: 28 Jan 2019 |

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 ensure that all school decisions and policies take protected characteristics into consideration, and the school is compliant with legislation as outlined in the Equality Act 2010.
2. To promote a positive and proactive approach to the elimination of discriminatory practises.
3. 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.

Public sector equality duty

Due to the size of the school, employee data is not published.

Pupil progress data, including physical and mental health, is analysed annually to inform equality objectives. Objectives are outlined in Annex A, and is updated annually.

All new and existing policies when reviewed will be modified with regard to these duties.

Please read in conjunction with:

- Special Educational Needs policy
- Equal opportunities statement
- Whistle blowing policy
- Admissions procedure
- Code of conduct for staff

Appendix A

Equality objectives 2018-19

| <i>Objective</i> | <i>Lead</i> | <i>Success criteria</i> | <i>Actions</i> |
|--|---------------|---|---|
| To increase attendance of GRT pupils | COS/ AW | Identified pupils increase attendance – individual targets. | HSLW to make contact with families and identify key staff as support contacts. Pastoral support for pupils, through existing structures, overseen by key adults. TAF where helpful. Promote in-school peer support/ buddies. |
| Primary boys to narrow progress gap in Number | FW/ JC | 75% of boys to make or exceed expected progress. | Monitoring of teaching in all primary classes, with CPD where identified. Numicon to be used in all primary classes. Mid year progress reviews to identify individual pupils. |
| Pupils from ethnic minorities to narrow progress gap in Number | FW/ JC/ HB | 75% of pupils from ethnic minorities to make or exceed expected progress. | Monitoring of teaching in all primary classes, with CPD where identified. Numicon to be used in all primary classes, and KS3 where appropriate. Mid year progress reviews to identify individual pupils. |

Refer data report 2017-18.