

St Mary's Catholic Academy



Equality and Accessibility Plan and Policy

1. Policy statement

- a) In accordance with our mission statement, 'Live, love and learn with the guidance of God', we pledge:
- To respect the equal human rights of all our pupils;
 - To educate them about equality; and
 - To respect the equal rights of our staff, parents and other members of the community.
- b) We will assess our current school practices (EIA) and implement all necessary resulting actions in relation to:
- Ethnicity,
 - Religion or belief,
 - Socio-economic background
 - Gender and gender identity
 - Disability
 - Sexual orientation, and
 - Age

2. Statutory requirements

The equality objectives in Section 10 below address our duties under current equality legislation, up to and including the Equality Act 2010. They also relate to the Trust procedure for recording incidents involving pupils in schools.

The access plan in Section 11 below addresses our duty under the Special Educational Needs and Disability Act (SENDA) 2001.

This scheme also covers the statutory requirements outlined in the EYFS Statutory Framework.

3. Responsibilities

The governors have delegated responsibilities for:

- Drawing up, publishing, implementing the school's equality and accessibility objectives
- Publishing the policy and objectives on the school website
- Making sure the school complies with the relevant equality legislation
- Making sure the school Equality Scheme and its procedures are followed
- Monitoring progress towards the equality objectives and reviewing annually with the FGB

The Head Teacher is responsible for:

- Making sure steps are taken to address the school's stated equality objectives
- Making sure the equality and access plans are readily available and that the governors, staff and pupils and their parents, know about them
- Producing regular information for staff and governors about the plans and how they are working
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents
- Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff parents/carers and visitors to the school

All staff are responsible for:

- Promoting equality in their work
- Avoiding unlawful discrimination against anyone
- Fostering good relations between groups
- Dealing with prejudice-related incidents
- Being able to recognise and tackle bias and stereotyping
- Taking up training and learning opportunities.

The Head Teacher is responsible overall for dealing with reports of prejudice-related incidents. Visitors and contractors are responsible for following relevant school policy.

4. Staff development

This section outlines our process for training and development in relation to equality and cohesion in terms of professional responsibilities as well as statutory requirements.

If training is available and requested, it will be integrated into the Inset/CPD programme as part of the ongoing needs and development of staff as identified by the Head Teacher.

5. Publication and review

This plan fulfils statutory requirements under the term of legislation referred to above. As it is a public document, the school governors publish it on the school website.

The scheme will be kept under review and replaced in 2018 or before if necessary.

6. How we conduct equality impact assessment and select our equality objectives

This section outlines our process for monitoring the potential impact of school practice in terms of:

- Ethnicity
- Religion or belief
- Socio-economic background
- Gender and gender identity
- Disability
- Sexual orientation and
- Age.

Information is gathered from stakeholders to understand views on issues specifically relating to equality issues and these are used to develop our equality objectives. Monitoring will take place through Head Teacher's reports and those of this committee. We will regularly communicate with parents and pupils about their perceptions of equality in school.

The evidence is then analysed in order to choose objectives that will:

- i. Promote equality of opportunity for members of identified groups
- ii. Eliminate unlawful discrimination, harassment and victimisation and
- iii. Foster good relations between different groups in terms of:
 - Ethnicity
 - Religion or belief
 - Socio-economic background
 - Gender and gender identity
 - Disability
 - Sexual orientation and
 - Age

7. Equality objectives 2016-2018

Equality objectives (focussed on outcomes rather than processes)
Prepare the children for the world they will be living in and raise awareness of the needs of others by ensuring the curriculum is rich and diverse and resources are available to meet that rich and diverse curriculum.
Provide sufficient communication to parents and carers in relation to the work that we do in school in relation to Equality in general.
Continue work to equip the school so that it is user friendly for all, regardless of mobility or other limitations.

8. Access plan 2016-2018

This can relate very closely to the disability elements of the equality objectives in Section 8 above, except that it covers pupils only whereas the equality plan includes all members of the school community.

Actions (focussed on outcomes rather than processes) Academic years 2016-2018		
INFORMATION		
Short term	Parent Support Advisor – improve and encourage communication with targeted families	April 2016
BUILDINGS		
Short term	Improve mobile classroom	April 2016
Medium term	Improve signage at main gate/car park – add speed/no entry sign	Sept 2016
Long term	Create shelters on playground – avoid sunburn/shelter from inclement weather	2016/17
CURRICULUM		
Medium term	School visits and off-site education – check appropriateness of venues for children with SEN	

Appendix A

Additional Equality Statements to be read in conjunction with published school policies

9. Pupils' attainment and progress

St Mary's Catholic Academy expects the highest possible standards. Staff have high expectations of all pupils and continually challenge them to reach higher standards.

St Mary's Catholic Academy recognises, and values, all forms of achievement. We will monitor and analyse pupil performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support.

10. The quality of provision – teaching and learning

All staff ensure the classroom is an inclusive environment and one where pupils feel safe and all contributions are valued. Positive steps are taken to include pupils who may otherwise be marginalised.

We take account of pupils' experiences and starting points and are responsive to pupils' different learning styles. All pupils are regularly consulted about their learning.

Our teaching styles include collaborative learning. All pupils will be encouraged to question, discuss and collaborate in problem solving tasks. Pupils will be encouraged to be a resource for their peers.

Staff encourage pupils to become independent and assist them in taking responsibility for the management of their own learning and behaviour.

Staff use a range of methods and strategies to assess pupil progress. Assessments are analysed for gender, cultural and social bias, and where appropriate take account of access issues. e.g. print size

11. The quality of provision – curriculum and other activities

St Mary's Catholic Academy provides an appropriate curriculum for pupils of all backgrounds. We will monitor and evaluate its effectiveness through target setting and attainment analysis.

All pupils participate in the mainstream curriculum of the school.

The curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of:

- Boys and girls
- Pupils learning English as an additional language
- And agetravellers
- Pupils who are gifted and talented
- Pupils with special educational needs
- pupils with a disability
- Pupils who are in care
- Pupils who are at risk of disaffection and exclusion
- Lesbian, gay or questioning young people

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social, and cultural development of all pupils.

The content of the curriculum reflects values and diversity. It encourages pupils to explore bias and to challenge prejudice and stereotypes.

Extra-curricular activities and special events, e.g. school productions, cater for the interests and capabilities of all pupils.

12. The quality of provision – guidance and support

We actively promote good personal and community relations and recognise diversity as having a positive role to play within the school.

All staff are expected to foster a positive atmosphere of mutual respect and trust among boys and girls from all ethnic groups and range of abilities.

Staff challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

St Mary's Catholic Academy provides appropriate support for pupils learning English as an additional language and pupils are encouraged to use their home and community languages to enhance their learning.

Victims of harassment and bullying are given appropriate support. The perpetrators are dealt with in-line with school policy and are provided with relevant support to consider and modify their behaviour.

13. Behaviour and attendance

St Mary's Catholic Academy expects high standards of behaviour from all pupils, appropriate for their developmental level.

It is recognised that cultural background and disability may affect behaviour. Our school takes this into account when dealing with incidents of unacceptable behaviour.

Clear procedures are in place so that all forms of bullying and harassment, including racism and harassment related to disability, sexism and homophobia, are dealt with promptly, firmly and consistently and are in-line with relevant LA policies and guidance such as those for anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in-line with relevant school policies.

All staff are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice and are offered support in handling such matters.

We encourage staff to explore their own views and attitudes to difference and to monitor their practice in relation to this policy. Adults in school take care to lead through example, demonstrating high expectations of all pupils.

St Mary's Catholic Academy will take all reasonable steps to prevent the exclusion of a pupil for a reason related to any difference/disability they may have.

Pupils, staff and parents are aware of policies and procedures for dealing with harassment. They know that any language or behaviour which is racist, sexist, homophobic or potentially damaging to any minority group, is always unacceptable.

St Mary's Catholic Academy will fully support children with long-term medical needs who may have an erratic attendance because they are in and out of hospital.

14. Partnership with pupils, parents, carers and the wider community

We monitor parental involvement and have strategies to raise participation of under-represented groups of parents and sections of the community. Information and meetings for parents are made accessible for all.

Parents are fully involved in the school-based response for their child with special educational needs, understand the purpose of any intervention or programme of action and are told about the parent partnership service when SEN is identified.

15. Leadership and management

St Mary's Catholic Academy will not discriminate against a disabled pupil in the arrangement it makes for determining admission.

We will admit pupils with already identified special educational needs. Pupils with statements of special educational needs or EHCPs will be admitted in accordance with our Admissions Policy.

Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet, et., is included in admissions forms or gathered at admissions interview.

St Mary's Catholic Academy adheres to recruitment and selection procedures which are fair, equitable and in-line with statutory duties and HR advice and Diocesan guidelines.

We will take steps to encourage people from under-represented groups to apply for positions at all levels in the school and ensure recruitment and selection processes are monitored.

Equality and diversity issues are reflected in our school's employment practices.

We will ensure that staff training continually highlights equality issues. Equality is incorporated in the induction programme for new staff.

The skills of all staff, including non-teaching and part-time staff are recognised and valued. All staff are given status and support and are encouraged to share their knowledge.

Staff and visitors provide a wide range of role models and the school strives to reflect the diversity of the local and wider community.

St Mary's Catholic Academy opposes all forms of racism, homophobia, prejudice and discrimination.

Resources and displays in our school reflect the experience and background of pupils, promote diversity and challenge stereotypes. They are reviewed regularly to ensure that they reflect the inclusive ethos of St Mary's Academy.

16. Linguistic diversity

We recognise and celebrate the linguistic diversity in British society. We look for opportunities to enrich the curricular experience of all our pupils by:

- How English has derived/borrowed from other languages
- Raising awareness of the similarities and differences between English and other languages
- Reflecting the multi-lingual nature of wider society in our resources and displays