

COURTWOOD PRIMARY- STATEMENT OF OBJECTIVES FOR EQUALITY 2016 - 2019
(Including Physical Access Plan)



Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation". According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is listed as a statutory document of the Department for Education's guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual or the Headteacher.

At present we have no wheelchair dependent children, parents or members of staff.

The school has internal emergency signage and escape routes are detailed in each room across all our buildings.

Current range of known disabilities

We have a range of children with disability which include moderate learning difficulties and some with specific medical conditions.

Increasing access for disabled children to the school curriculum

Improving teaching and learning lies at the heart of the school's work. Through self-review and Continuous Professional Development (CPD), we aim to enhance staff knowledge, skills and understanding to promote excellent teaching and learning for all children. We aim to meet every child's needs within mixed ability, inclusive classes.

It is a core value of the school that all children are enabled to participate fully in the broader life of the school. Consequently, all children have always been permitted to attend age relevant after school clubs, leisure and cultural activities and educational visits. The only exception would occur if a child had breached school rules when deprivation of club attendance may be used as a suitable short term sanction and to ensure the safety of others.

Objective	Aspect of Equality Duty	Success Criteria	Action	Resources	Target date	Lead	Links to other areas
To reduce barriers to education and learning and provide support for the wellbeing of young carers.	Equal opportunity	Young carers and their families will be identified and support strategies implemented	Set up for YC award. YC staff training. YC opportunity to talk to parents. Review ways to support attendance	Lunchtime club School staff with specific responsibility	Jan 18	JSt	Inclusion Nurture Attendance
To improve progress of pupils on the SEND register at Wave 2	Equal opportunity	Pupil will make at least expected progress in English & Maths	Introduction of Precision Teaching through staff training.	SENCo training for teachers and TAs. Shared training with partner school.	Aut 2017	SENCo	Inclusion
Improve the wellbeing and behaviour of pupils experiencing SEBD.	Eliminate discrimination Advance equality of opportunity	Raised self-esteem To feel secure in a positive and trust worthy environment A healthy school approach to supporting mental health and well-being	Introduction of a nurture group and dedicated nurture space. Use of Boxall Profile to identify specific need.	Three trained members of staff. Newly built nurture provision	Nov 17	SENCo	Inclusion Healthy Schools
To improve outcomes for pupils with a speech and language difficulty.	Advance equality of opportunity	Improved opportunities for achievement in all aspects of the curriculum. Closing the gap in attainment for pupils with Speech and language difficulties. Early intervention thereby reducing the	Trained TA running the 'Partners in Talking' programme in line with the Speech and Language centre. Screening Rec and Yr1 pupils to identify need.	TA - 4 hours per week. PPG	On going	SENCo	Inclusion

		need for SALT intervention.					
For children to promote positive behaviour and actively engage in anti-bullying activities.	Community cohesion/ all race equality/gender Foster good relations	Pupils have ownership of resolving conflict. Reduce the number of children receiving a red card at break times.	Teachers to develop children's leadership and conflict resolution skills. Anti-bullying assemblies	LA training and support Prefects Display	On going	Jen Sinclair	Healthy Schools
To improve the attainment of pupils eligible for free school meals 'Narrowing the Gap' of achievement.	Advance equality of opportunity	For pupil premium to be used effectively to target this group. To see more FSM pupils achieve rapid gains in progress and attainment	Use of teachers to target need. Collate and analyse data relating to attainment by target group. Introduction of 'pre-teach'/evaluate impact Review of intervention approaches	PPG Training on pre-teach for teachers and TAs	2016 onwards	TF/DG	SIP
To increase staff understanding of equality and its implications on a day to day basis.	Eliminate discrimination	All staff understands their role with respect to the Equality Act and the implications for their practise.	Staff meetings Access to updated policy Training to support knowledge of SEN/Mental health/Radicalisation and Child Protection	Staff meetings CPD	On going	SLT	Equality policy
To provide an inclusive, rich and varied creative arts curriculum.	Eliminate discrimination Advance equality of opportunity	Enjoyment of the arts. All children are able to engage with the arts through a range of mediums.	Specialist teacher Access to internal and external opportunities Creative week devoted to the arts.	£500	Ongoing	JSt JMc	Inclusion SIP

Physical Access Plan for Courtwood Primary 2016- 2019

Present Situation	Targets for Improvement	Planned Impact	Cost	Target date	Led by	Aspect of Equality duty
No facilities available for medical care.	Create a medical room with disabled toilet facilities.	Access for wheelchair users. Hygienic space to administer medical care for specific pupils.	LA to pay	Nov 17	LA	Advance equality of opportunity
Increased number of children attending school with medical conditions	Intimate care policy Medical needs Policy Regular Staff training	Policy shared with staff and procedures in place to support pupils with toileting or medical needs.	SENCO/HT time School nurse	Summer 2016 2017 Ongoing	SENCO	SEND Code of Practice
Increased number of children experiencing SEBD	Develop a safe and accessible space for nurture provision with disabled access.	Children will access nurture support to breakdown barriers to learning, raise attainment for pupils	LA funded	Nov 17 Building and training	SENCo	SEND Code of Practice
Path condition around school	Decked areas on new shelter and woods entrance	Anti-slip strips to improve safety	£1000	Ongoing	School	Advance equality of opportunity
Narrow/uneven pathways	Widen path and re-tarmac outside Yr3/4 classes Improve EYFS play area	Improved access for all	£2000 £10,000	Summer 2016 Summer 2016	School School	Disability access
Increase seen in social and emotional barriers to learning	Create a nurture room and develop strategies through staff training in ELSA, Drawing and Talking and Theraplay	Breakdown barriers to learning, raise attainment for pupils.	£1000	2016 SDP focus	School	SEND Code of Practice
Ensure that all children with access needs can be safely evacuated	Put in place Personal Emergency Evacuation Plans for children with difficulties	As required	As required	Inclusion Manager	Disability Access	SEND code

