

Norwood Primary School
Single Equality Scheme and Accessibility Plan 2016-2019

R = Race D = Disability G =Gender SO = Sexual Orientation A = Age R/B = Religion or Belief		
Outline of objective	How the objective will be implemented	Success criteria and next steps
All staff are aware of the Single Equality Scheme and are aware of their responsibilities Strand: R, D, G, SO, A, R/B	Lead: TB LD Actions: <ul style="list-style-type: none"> • Raise staff awareness at staff meetings • Include Equality Scheme in induction programme for new staff 	All staff are familiar with the principles of the Equality Scheme and use them when planning lessons, creating class room displays
Stakeholders are aware of the Equality Plan Strand: R, D, G, SO, A, R/B	Lead: TB LD Actions: <ul style="list-style-type: none"> • Published on website and promoted through newsletters • Parental voice gained through e-mail link promoted in newsletter • Awareness raising through Governor meetings 	All stakeholders familiar with the Equality Scheme Question about parent awareness of Equality Scheme in annual survey
Provide parking spaces for users with disabilities or users with other physical difficulties Strand: D	Lead: TB PH LD Actions: <ul style="list-style-type: none"> • Investigate parking requirements in light of school expansion and plan accordingly 	Disabled users have access to parking
Improve access to the school grounds Strand: D	Lead: TB, PH, LD Actions: <ul style="list-style-type: none"> • Governors review options for widening and improving access path to playground. Premises Committee consider options and quotes • Remove vegetation around path to playground • Investigate options to make the playground more accessible for pupils with physical disability/sensory issues eg develop trim trail by adding sensory activities • Make due consideration when planning for school expansion eg staggered start times, playtimes to reduce 	Modifications will be made to the school grounds to improve access where budget allows

	congestion and sensory overload.	
Improve access to the school building Strand: D	Lead: TB, PH, LD Actions: <ul style="list-style-type: none"> Investigate options for improvements to main doors. Price up automatic opening. Premises Committee consider options and quotes Investigate options for improving auditory environment in the office for hearing impaired user eg induction loop system Plan for more accessible cloakroom facilities and corridor areas when internal remodelling takes place 	Modifications will be made to the school building to improve access where budget allows
To raise levels of attainment in core subjects for vulnerable learners. Strand: R, D, G, SO, R/B	Lead: TB, LD, Class Teachers Actions: <ul style="list-style-type: none"> Achievement data analysed by equality groups on a termly basis 	Analysis of assessments / annual data demonstrates the gap is narrowing for equality groups
Further promote constructive views of differing races, disability, gender and religious belief Strand: R, D, G, R/B	Lead: Subject co-ordinators, AM, TB Actions: <ul style="list-style-type: none"> Enrich the curriculum to incorporate more opportunities to promote constructive views: including key festivals and cultural events Increase displayed positive images around school Investigate People of the World Day Publish list of assemblies on school website Ensure adult role models are reflective of differing races, disability, gender and religious belief Ensure all pupils are given the opportunity to make a positive contribution to the life of the school 	School displays and curriculum reflect the principles of the plan. Increase in pupils' awareness, participation, confidence and achievement levels School representation monitored by equality groups
To develop appropriate ways of raising different sexual orientations	Lead: KT Actions:	Information will contribute to formulation of new

in an age appropriate manner Strand: SO	<ul style="list-style-type: none">• Liaise with health, LA professionals, school partners to gather advice• Seek training for increasingly diverse issues eg.transgender	objectives
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The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act.