

Equality & Accessibility Plan 2016-18

Disability

This section of the scheme reflects the general duty placed on Sidmouth College with regard to the disability provisions outlined within the Equality Act 2010. The College takes seriously its duty to promote equality of opportunity between disabled and other people; eliminate discrimination and harassment; promote positive attitudes to disabled people; encourage participation by disabled people in public life, and take steps to meet disabled people's needs, even if this requires more favourable treatment.

Disability is defined as a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on an individual's ability to do normal daily activities.

Our Commitment:

We will

- Be clear that we will not tolerate any form of discrimination, harassment or and victimisation relating to disability.
- Welcome all people, in all areas, regardless of any disabilities.
- Ensure all staff receive training and understand issues relating to disability.
- Promote positive attitudes towards disabled people and will take steps to take to remove any barriers, even if that involves treating disabled persons more favourably than others.
- Make reasonable adjustments wherever practicable to support staff with disabilities.
- Provide support to students with disabilities to overcome disadvantage and enable them to achieve their potential.
- Monitor the impact of our success in improving the conditions and success of disabled staff and students within our College.
- Involve disabled learners, staff and stakeholders in consultation to improve our policy and practice.

Intended Impact:

- The advancement of disability equality.
- Elimination of discrimination based on disability.
- Staff and students to feel confident to declare any disability or learning difficulty and feel supported to do so.
- Retention, success and satisfaction remain high for students with disabilities.
- A tolerant, inclusive environment in which to work and learn in which diversity is embraced.

Strengths & Weaknesses

The College has a fully inclusive policy and works closely with our outside agencies to offer individual students the support and resources they require to succeed. The examination results for students from a wide range of different groups including SEN and disability show that these students make progress in line with the cohort as a whole.

We work closely with our parents and are responsive to need when informed such as providing information in Braille and different access arrangements for parents evening or meetings.

Our weaknesses are a site that is overcrowded and which has little scope to accommodate the full range of disabilities. Some of the buildings are old with very small classrooms; the corridors narrow and the variety of levels make wheelchair access impossible in some areas. The College is to be completely refurbished as part of the **Priority Schools Building Programme** with funding for this work being allocated by the Department for Education. Structural works are due to commence in 2018.

This disability equality scheme provides us with a framework for integrating disability equality into all aspects of College life and demonstrates how we are actively seeking to meet the specific duty i.e. to produce a Disability Equality Scheme for our College.

Involvement of Disabled People in Developing the Scheme

The College newsletter is placed on our website every half term with 'hard' copies available on request. All practicable suggestions from parents are incorporated into the College's Single Equality Scheme Action Plan and this is recorded and updated annually and every three years.

Regular questionnaires to parents and students include questions related to Equality so that information can be gathered consistently.

The staff briefing meetings and Governors meetings are all vehicles to feedback to relevant stakeholders the outcome of any suggestions and what the school is doing in response to points raised.

School records are kept to show all students with SEN and/or a disability and any actions taken to involve students and the outcomes that have been achieved e.g. results of questionnaires, feedback from individual students and parents/carers etc. This is also recorded in the minutes of House and College Council meetings and in weekly SLT minutes. As appropriate any adjustments will also be recorded in Governor Committee or Full Governor's minutes.

Students with disabilities will be actively encouraged to take part in extra-curricular activities.

The College Council will be representative of all students including those who have a disability. A standing item on Equality will form part of every Council meeting.

Developing a voice for disabled students, staff and parents/carers

All new students and their parents are invited to at least one transition meeting. Additional transition meetings are set up where specific needs or disabilities are identified –using outside agencies for advice as required.

All students with an identified disability and their parents are invited to annual and interim review meetings.

Aspects of disability and how to improve the College will be covered in Personal Development and other curriculum areas such as English, tutor time, House and Year group assemblies, House and College Council. Feedback from students will be collected and fed into the Equality Scheme and Disability Accessibility Plan.

Parents and students with disabilities are encouraged to actively contribute to school life by joining the SCA, responding to surveys, taking part in extra-curricular activities etc.

The Governing Body – Governing body minutes are accessible in large print and can be converted into Braille. The language is kept as clear as possible. The names and contacts for all Governors are on the web site. When a position becomes vacant all parents are invited to stand and statutory procedures for elections are held.

Removing barriers –the College will take every opportunity to make the physical environment, the curriculum, extra-curricular opportunities and communications more accessible to all students, parents and the community – this is reflected in the Accessibility Plan.

Disability in the Curriculum, including teaching and learning – Disability is covered as part of the PD Programme with an emphasis on developing positive attitudes. Issues surrounding disability are also addressed in assemblies.

Eliminating harassment and bullying – All bullying or harassment are dealt with through established polices such as the Behaviour policy, Anti-bullying policy, Whistle blowing, Disciplinary and SEND. All such incidents will be dealt with seriously and parents informed either by telephone or in writing. In extreme or repeat cases the perpetrator may receive a fixed term or permanent exclusion.

Reasonable Adjustments - The College will make every effort to make reasonable adjustments. Not taking "reasonable steps" to avoid putting students at a substantial disadvantage can only be justified if there is a reason which is both material and substantial to the particular case. The College can take account of the:

- need to maintain academic and other standards
- money available
- practicalities of making the particular adjustment
- health and safety of the disabled student and others
- Interests of other students.

All students with disabilities have personalised arrangements in terms of the site. Lift facilities are made available and reasonable adjustment to individual need such as individual toilet facilities set aside, medical facilities, seating arrangements, teaching rooms utilised, withdrawal from specific

lessons etc are all employed as part of our accessibility plan. All reasonable adjustments are made in consultation with the student, their parent/carer and any external agencies. Additional support for specific activities is provided such as for PE and extra-curricular activities. Our aim is that every child must have access to the full range of activities and experience throughout their education.

School Facility Lettings –The College car park has designated car parking spaces for visitors who are disabled. If notified in advance there are additional parking spaces made available next to reception for people with mobility problems.

Contractors & Procurement - Catering and College staff are very aware of who has food allergies (wheat, sugar, nuts etc), and comply with our Healthy Eating policy. Staff have training in dealing with problems if they arise – e.g. use of epipen, administering glucose etc. The Premises Manager will make all contractors aware of our Disability Equality Scheme before they start work for us.

Race

This section of the scheme reflects the general duties of Sidmouth College in respect of race equality. The race equality provisions of the Equality Act replaced but mainly replicated those detailed in the Race Relations Act 1976 and as amended by the Race Relations (Amendment) Act 2000.

The general race equality duty requires us to have due regard to the need to:

- Eliminate racial discrimination.
- Promote equality of opportunity.
- Promote good relations between people of different racial groups.

Our Commitment:

We will

- Prepare an equality plan which includes our written policy for race equality.
- Assess the impact of our policies, including this plan, on pupils, staff and parents by ethnicity including, in particular, the achievement levels of these pupils.
- Monitor the impact our plans and policies have on such pupils, staff and parents towards raising the achievement of minority ethnic groups.
- Ensure that the curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism
- Recognise the importance of language to a person's sense of identity and belonging
- Communicate with parents, recognising and responding to ethnic and cultural differences.

- Use appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality
- Ensure all staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- Use data effectively to analyse and identify issues and trends in the performance of ethnic groups
- Ensure all racist incidents are investigated and recorded for future monitoring and reporting
- Provide a sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment
- Ensure that the college has clear procedures for dealing with perpetrators of racist incidents

Parents and carers will be consulted on the policy regularly and be kept informed through the College website, our home-school agreement and through correspondence.

Visitors and contractors will be made aware of the policy clauses in contracts. Where contractors are working on site, measures will be taken to ensure, as far as possible, that their employees operate according to the College's Single Equality Scheme and code of practice.

With regard to the statutory code of practice on the duty to promote race equality, we aim to tackle racial discrimination and to promote equality of opportunity and good race relations across all areas of College life.

Achievement & Progress

The College will take direct action (including providing resources, intervention and mentoring/counselling support) to remove inequalities between racial groups in their levels of achievement and progress; and their experience of disciplinary measures (such as exclusions), admissions, or assessment.

Ethos and Values

We will foster self-esteem and respect for each person as an individual and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenge and prevent racism and discrimination, and encourage good relations between people of different racial groups. We will ensure that the curriculum prepares pupils to be good citizens, living and working in a multi-ethnic society and to take up the responsibility of participation, and to treat all others as we would wish to be treated.

Recruitment

The College will work proactively to create and retain a workforce that is valued for its diverse contributions and represents different perspectives and ethnic backgrounds.

All of the provisions of the over-arching Single Equality Scheme apply to the racial equality provisions.