



Clovelly House School
Stay safe, respect, achieve

Equalities Act Action Plan & Policy

April 2020



Clovelly House School Policy

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Equalities Act Action Plan

1. Introduction

The SEN and Disability Act 2002 extended the Disability Discrimination Act 2005 (DDA) to cover education. During 2010, this was changed to the Equalities Act. Since September 2002, the Governing Body has had three key duties towards disabled pupils, under Part 4 of the DDA:

- Not to treat disabled pupils less favourably for a reason related to their Disability.
- To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage.
- To plan to increase access to education for disabled pupils.

This plan sets out the proposals of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

- Increasing the extent to which disabled pupils can participate in the school curriculum.
- Improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services.
- Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

It is a requirement that the school's accessibility plan be resourced, implemented, reviewed and revised, as necessary. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

1. Increasing the Extent to Which Disabled Students Can Participate in the School Curriculum

The School will consider the following key points:

1. Do teachers have the necessary training to teach and support disabled students?
2. Are classrooms optimally organised for disabled pupils?
3. Are lessons responsive to pupil diversity?
4. Do lessons involve work to be done by individuals, pairs, groups, whole class?
5. Do staff recognise and allow for additional time required by some disabled students to use equipment in practical work?



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6. Do staff recognise and allow for the mental effort expended by some disabled students, e.g. lip reading?
7. Does the School provide access to computer technology appropriate for students with disabilities?
8. Are there high expectations of all pupils?
9. Do staff seek to remove all barriers to learning and participation?

1. Increasing the Extent to Which Disabled Students Can Participate in the School Curriculum

Short Term

Targets

Enable staff to increase their knowledge and understanding of needs of disabled students.

Strategies

Training of staff.

Outcome

Staff confidence in providing appropriate teaching and, support for disabled students.

Timeframe

Within one year

Goals Achieved

Flexible approach to disabled students, success of disabled students in examinations.

Medium Term

Targets

Planning and delivery of lessons to accommodate a diversity of needs as part of normal practice.



Strategies

Consideration made at the planning stage as to what additional strategies may need to be employed to meet the needs of students with a diversity of impairments e.g. habitual reading through of printed material/ information left available for reference/ paired and group support learning.

Timeframe

Within 2 years

Goals Achieved

Disabled students able to smoothly integrate into the learning environment of the classroom.

1. Increasing the Extent to Which Disabled Students Can Participate in the School Curriculum

Long Term

Targets

Classrooms to be arranged to provide accessibility and provision for disabled students including relevant physical and technological aids to learning.

Strategies

Practical alterations made to classroom layouts where possible. Research and purchase relevant software and hardware to accommodate the needs of disabled students.

Outcome

Disabled Students are able to access an equal learning experience

Timeframe

Within 3 years

Goals Achieved

Disabled students full accessibility to broad and balanced curriculum offered.



2. Improving the Physical Environment of the School to Increase Access to Education by Disabled Students
The School will consider the following key points:

1. Does the size and layout of areas, including all academic and social facilities; classroom, canteen, library and common rooms – allow access for all students?
2. Can students who use the wheelchairs move around the School without experiencing barriers to access such as those caused by doorways, steps and stairs, and toilet facilities?
3. Are pathways of travel around the school site and parking arrangements safe, routes logical and well signed?
4. Are emergency and evacuation systems set up to inform all students, including disabled students, including alarms with both visual and auditory components?
5. Are non-visual guides used, to assist people to use buildings?
6. Could any of the decor or signage be considered to be confusing or disorienting for disabled students with visual impairment, autism or epilepsy?
7. Are areas to which students should have access well lit?
8. Are steps made to reduce background noise for hearing impaired students such as considering a room's acoustics, noisy equipment?
9. Is furniture and equipment selected, adjusted and located appropriately?

2. Improving the Physical Environment of the School to Increase Access to Education by Disabled Students

Short Term

Targets

Enable disabled students, staff and visitors to access relevant areas of the School building

Strategies

Take advice from Centre for Accessible Environments on cost-effective and practical measures to improve access.

Record all barriers/access problems for disabled students and visitors and consider these in any plans for refurbishment or new buildings.



Outcome

Accessibility issues given full consideration in all refurbishment and new build plans.

Timeframe

Within one year

Goals Achieved

Awareness of issues.

Short Term

Targets

Enable disabled students, staff and visitors to park within reasonable distance of the School.

Strategies

Designate at least one parking space for disabled people and signpost it clearly

Outcome

Parking for disabled people achieved.

Timeframe

Within one year

Goals Achieved

Improved access to school site.

***2. Improving the Physical Environment of the School to Increase Access to
Education by Disabled Students***

Medium Term



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Targets

Provide accessible toilet facilities for disabled students, staff and visitors.

Strategies

Will have accessible facilities available for disabled students staff and visitors.

Outcome

Disabled students staff and visitors will have unrestricted accesses to all the school buildings

Timeframe

Within two years

Goals Achieved

Improved facilities for disabled students staff and visitors.

Long Term

Targets

Provide accessible facilities for future students, staff and visitors.

Strategies

All new buildings on the school site will be fully accessible.

Outcome

Access to new buildings by disabled students, staff and visitors.

Timeframe

Within 3 years

Goals Achieved

Improved access to educational facilities.



3. Improving the Delivery of Information to Disabled Students

The School will consider the following key points

1. Does the School provide information in simple language, large print, on audiotape or in Braille for students and prospective students who may have difficulty with standard forms of printed information?
2. Does the School ensure that information is presented to groups in a way which is user friendly for people with disabilities e.g. by reading aloud, overhead projections and describing diagrams?
3. Does the School have the facilities such as ICT to produce written information in different formats?
4. Does the School ensure that staff are familiar with technology and practices developed to assist people with disabilities?

3. Improving the Delivery of Information to Disabled Students

Short Term

Targets

Consider availability of written material in alternative formats

Strategies

Research sources of alternative formats including costings.

Outcome

If needed, the School could provide written Information on alternative formats

Timeframe

As required

Goals Achieved

Delivery of information to disabled students is improved.



Medium Term

Targets

Ongoing training given to ensure that staff are up to date with all current and relevant research, recommended practices and available technology

Strategies

Staff training.

Outcome

All teaching staff are aware of current recommendations for teaching practices and available technology.

Timeframe

Within 2 years

Goals Achieved

Staff are able to teach a diversity of disabled students with confidence.

3. Improving the Delivery of Information to Disabled Students **Long Term**

Targets

All student documentation to be available in a range of formats including Braille, audiotape and large.

Strategies

Student documentation to be reprinted / recorded.

Outcome

All student documentation made available in a variety of formats as part of normal practice

Timeframe

Within 3 years

Goals Achieved

Disabled students able to access all information in the preferred choice of format upon application.