

Intent statement

At The Gates, we pledge to respect the equal human rights of all our pupils and equality is embedded throughout our school curriculum. We respect the equal rights of all our staff and other members of the school community. We will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We take pride in being a rainbow school where all differences are embraced and supported. The Gates is committed to ensuring all pupils, regardless of need, have access to a diverse, inclusive school that is accessible to all. The school is committed to providing equal opportunities for all, regardless of race, faith, gender or learning differences in all aspects of school. Self and mutual respect are high on the school agenda and everyone is taught the importance of tolerance.

Children with SEN and disabilities may;

- be adversely affected by negative attitudes to disability and perceptions of difference;
- find it more difficult to resist bullies;
- be more isolated, not have many friends; not understand that what is happening is bullying;
- have difficulties telling people about bullying.

Legislation

This plan is drawn up in accordance with **Equality Act 2010: Advice for schools:** Non-statutory advice from the Department for Education, produced to help schools understand how the Equality Act affects them and how to fulfil their duties under the Act which states that all schools should have an Accessibility Plan. The Equality Act 2010 replaces 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 Head.

This plan also considers the following legislation:

- **Reasonable adjustments for disabled pupils (2012):** Technical guidance from the Equality and Human Rights Commission

- **Supporting pupils at school with medical conditions (2014):** statutory guidance from the Department for Education

Accessibility

The Gates school building is disability friendly. The school is on one level, all entrances to the school are flat and each classroom has both internal and external access points. All doors and corridors within school are wide to accommodate wheelchair users.

All of our classrooms are inclusive friendly: we celebrate all things that make us different and unique and look at how we can utilise these differences to educate and empower both staff and pupils. Using our differences as strengths, allows us to think more innovatively enabling us to create environments that are inclusive for all. Adaptations to the physical environment will be made, as appropriate, to accommodate children as and when appropriate.

All of our children access the full National Curriculum, and we recognise achievement and expertise in all curricular areas. As part of normal class differentiation, curriculum content and ideas can be adjusted and made more accessible by using visual, tactile and concrete resources. We recognise that there is no 'typical' way to learn and our environments and teachings reflect this.

On-site car parking for staff and visitors includes several dedicated disabled parking bays. The main entrance features a secure reception and a low reception hatch, accessible to wheelchair users. All emergency exits are clearly marked.

There are disabled toilet facilities available in each key phase of the school these have all been fitted with handrails and lifts. The toilets have internal emergency alarms.

Parents

At The Gates we believe that working collaboratively is a key component to our success. Communication between school and home is collected and accessed in a plethora of ways: verbally, electronically, written, via video and/or virtually.

In early communications with new parents and carers, we ask about how we may best support any disability and/or health condition at school. For parents and carers of children already at the school, we collect information on disability as part of a survey of parents' views, induction meetings, data collection sheets and/or as part of the Early Help Process. By doing this, we ensure that the needs of all disabled pupils, parents and staff are represented within the school.

Targets 2022-23

Target	Action	Lead responsibility	Timescales	Monitoring
All children will feel they have a space they can go to if they are feeling worried or overwhelmed at social times	Safe spaces to be created for quiet time (reading space) /reflection time (safe space for breathing)/companionship available at break times/dinnertimes.	Paula Jackson	Autumn 2	
All children, regardless of difference will have their needs met in the classroom and during extra curriculum activities and/or trips.	Continue to ensure all pupils can access resources and the curriculum by following the advice given by experts.	Paula Jackson All staff	Throughout school year	
Governors will have a clear understanding and work closely with school to ensure targets are met for inclusivity for all.	To share Equality and Accessibility plan with SEND governor	Paula Jackson Janet Ingham	Autumn 1 Spring 1 Summer 1	
To raise esteem and wellbeing of all pupils encouraging them to embrace their differences and celebrate them	Inclusion Champions Diversity embedded and weaved into the curriculum	All staff Paula Jackson Inclusion Champions Twitter Hayley Lenagan Lauren Fairhurst	Thought year	
Pupils who need to be supported with toileting will continue to be protected and maintain their dignity	Intimate care plans to be kept up to date and reviewed regularly	All staff	Ongoing	