

Equality Objectives & Accessibility Plan 2018 -2021

Reviewed by the Senior Team – ongoing (Red, Amber, Green)

<i>Link to Public Sector Equality Duty</i>	<i>Protected Characteristic</i>	<i>Objective</i>	<i>Target Group</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Outcomes</i>
To promote equality of access and opportunity within our school and within our wider community.	Physical disability including sensory needs	To improve the accessibility of the building including available priority parking	Physical disability including sensory needs	Work closely with building contractors to ensure opportunities to provide more accessible parking are seized during new building works.	A. Webb	July 2019	Staff and visitors have more accessible parking available.
To eliminate discrimination, harassment and victimisation.	Sexual orientation and gender	To prevent and respond to all incidents of discrimination based on sexual orientation or gender.	All	Work with external agencies such as Stonewall to produce guidance for staff in dealing with homophobia and transphobia.	Equalities lead		Staff confident in their response to homophobic/transphobic comments about other students/staff.
To promote equality of access and opportunity within our school and within our wider community.	Physical disability including sensory needs	Improve acoustics in the community suite	Hearing Impaired	Investigate the potential for a hearing loop. The PA system in the hall has been updated in the hall and this has been used to good effect. The community suite	R. Hetherington	July 2015	Students, staff, parents and members of the community with hearing impairments to benefit from the inclusive technologies that come

				has the potential for extra microphones to be fitted as necessary.			with a school with a special facility.
To promote equality of access and opportunity within our school and within our wider community.	Disabled	Improve accessibility of information for parents.	Visually Impaired EAL	Conduct a brief survey with parents regarding the accessibility of school/parent communications Establish guidelines for staff on the size, colour and choice of font for reading materials including policies and letters home.	Equalities lead	May 2016	
To promote equality of access and opportunity within our school and within our wider community.	Disabled	Ensure that all disabled students can be safely evacuated.	Restricted mobility Hearing and visually impaired	Review the emergency evacuation and lockdown plans for students with restricted mobility and SEND needs. Consider and make explicit provision for HI & VI students in lockdown procedures.	A. Webb Equalities lead R. Hetherington	Ongoing in relation to current students.	Evacuation and lockdown plans for Sensory needs students devised by RH in 2015 when lock down procedures were established. These are reviewed for each individual student upon arrival at WCS.
All three duties	All protected characteristics	Improve information and training available to staff	All	Renew Equalities training for all staff including a thorough exploration of what <i>reasonable adjustment</i> looks like and procedures for Equality Impact Assessments. Equality Impact Assessments to be added to the standard trips procedure checklist.	C. Fox Equalities lead	July 2019	All trips to include consideration of the duty to eliminate discrimination and, advance equality of opportunity for all students.