

Equality Objectives & Accessibility Plan 2014 -2017

<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.	Gender	To increase the confidence of some female students in accessing sexual health services.	Targeted female students Individual students with particular vulnerabilities due to SEN.	SAS groups delivered to targeted KS4 and year 9 girls groups in conjunction with the school nursing service. Bespoke SAS programme appropriate to understanding and 1:1 meetings with sexual health professionals.	L. Curryer M. Brown	Annually Annually as required	Reported increase in female students accessing local sexual health services Safeguarding of vulnerable individuals.
To eliminate discrimination, harassment and victimisation.	All protected characteristics	To prevent and respond to all incidents of discrimination.	All	Carry out an Equality Impact Assessment on anti-bullying procedures. Procedures adjusted in line with findings	M. Brown	Upon review of anti-bullying policy	Strengthening of the established culture amongst students to report incidents of bullying.
To promote equality of access and opportunity within our school and within our wider community.	Disabled	Improve acoustics in the hall.	Hearing Impaired	Investigate the potential for a fitted sound field.	R. Hetherington	July 2015	Hearing Impaired adults and students are better able to access hall-based activities.
To promote equality of access and opportunity within our school and within our wider community.	Disabled	Improve accessibility of information for parents and standardise visual practice	Visually Impaired EAL	E mail parents to invite comments regarding accessibility of information/forms etc (including availability in languages other than English).	M. Brown	May 2016	Increased access to information and established VI friendly practices in the classroom.

		in the classroom.		Establish guidelines for staff on the size, colour and choice of font for reading materials, IWB presentations and examination papers.			
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 plans for students with restricted mobility. Consider and make explicit provision for HI & VI students in lockdown procedures.	A. Webb M. Brown	December 2015	All disabled students and staff working with them are safe and confident in the event of an emergency.
To promote equality of access and opportunity within our school and within our wider community.	Disabled	Increase accessibility at the main school entrance.	Restricted mobility Hearing and visually impaired	Add a drop off point outside the front entrance. Swap the disabled parking space in the front car park from the back corner to the front.	A. Webb M. Brown	2017	Parents and the local community report confidence in our commitment to meet access needs.
All three duties	All protected characteristics	Improve information and training available to staff	All	Renew Equalities training for all staff including procedures for Equality Impact Assessments.	C. Fox M. Brown	July 2015	Staff report confidence in their ability to address the three duties in their roles.
To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.	Race, religion or belief	Address diversity within the context of British Values.	Minority racial, cultural and religious backgrounds	Review Ethics & Philosophy schemes of work in order to identify further opportunity to positively address cultural and religious differences within the context of modern Britain.	G. Mitchell M. Brown	Year 8 2015 Year 7 2016 Year 9 2017	