

PUDSEY GRANGEFIELD SCHOOL

SINGLE EQUALITY SCHEME

EQUAL OPPORTUNITIES POLICY

Pudsey Grange Field School is committed to a policy of equal opportunities for all, regardless of gender, race, ability, disability, age or religion. We encourage the development of each student's full potential and continually review our curriculum, environment and organisation in order to meet the needs of everyone. We work in partnership with our students, staff, governors, trustees, parents and the wider community..

The Governing Body complies with its general duties under the Sex Discrimination Act (1975), the Race Relations Act (1976) and the Disability Discrimination Act (1995).

Our Equal Opportunities Policy applies to all our stakeholders and should be promoted as such.

Pudsey Grange Field School prides itself as an inclusive community. It is currently working to achieve the Inclusion Chartermark and Steven Lawrence Award.

In order to fulfil these duties the school will:

1. Appoint to a specific post of responsibility to cover Equality and Diversity.
2. Ensure that the curriculum promotes achievement of all groups, including gender and ethnicity, so that all can achieve full potential.
3. Track progress and analyse outcomes by an appropriately wide set of cohort groups.
4. Monitor employment to the school by gender and ethnicity.
5. Bring all equality issues under a single Equal Opportunities Policy.
6. Ensure that our recruitment policies and procedures are not discriminatory.
7. Ensure equal opportunities are embedded within our development planning.
8. Ensure our community outreach work provides opportunities for all.
9. Maintain commitment to standards such as the Inclusion Chartermark and Steven Lawrence Award.

RECRUITMENT

Our recruitment policy is reviewed and updated on an appropriately regular basis by the Governors' Personnel Sub-committee, and ensures we do not discriminate unlawfully against any job applicant.

We encourage applications from all gender, ethnic and age groups and our aim is that our workforce should broadly reflect our community whilst maintaining fairness within all appointment processes.

PUDSEY GRANGEFIELD SCHOOL

SINGLE EQUALITY SCHEME

GENDER AND AGE EQUALITY

The school has a general duty to promote equality of opportunity between men and women (including boys and girls).

We monitor pupil outcomes by gender and take appropriate action where a gender group is underachieving.

There should be no 'age barrier' in recruitment and the school will follow best practice as advised by Human Resources.

Student voice will be an important aspect of our self-evaluation procedures.

DISABILITY

The Disability Discrimination Act defines a disabled person as someone who has *'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'* The definition is broad and includes children with a wide range of impairments, including learning disabilities (eg dyslexia).

Schools are required to develop accessibility plans to improve access to school education for disabled pupils. Pudsey Grange Field School has an accessibility plan which demonstrates that all disabled students have:

- full and appropriate access to the curriculum;
- full and equal access to the physical environment and facilities of the school;
- full access to the school's communications and information systems

The principles behind this are that the school should have due regard to the need to:

- eliminate discrimination;
- eliminate harassment related to a disability;
- promote equality of opportunity;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people;
- take steps to take account of disabled people's disabilities

To ensure full access to the school curriculum, subject teams will continually:

- ensure familiarity with the content of each student's Individual Education Plan (IEP)
- audit existing provision and identify barriers for disabled pupils
- develop their range of appropriate resources
- adapt teaching and learning styles
- apply appropriate differentiation and modifications in lessons
- collaborate with appropriate colleagues in securing appropriate provision for disabled students.

PUDSEY GRANGFIELD SCHOOL

SINGLE EQUALITY SCHEME

To improve the information available to students, the School will;

- seek the preferences of students and their parents/carers
- consider disability needs in lesson planning and assessment
- consider a variety of different formats, including audio tapes, large print, simplifying language and using picture language

To involve disabled people and their parents / carers, the School will;

- hold regular reviews of individual need and update the student's Individual Education Plan (IEP)
- establish further links with community groups

ACCESSIBILITY

Accessibility was one of the key design criteria in the construction of the new school building (BSF Phase 1) which opened September 2008 . An extremely high level of (physical) accessibility was achieved through this process.

To monitor and ensure that these high standards of access are maintained, The School will liaise closely with the PFI provider (Interserve) and ICT Services provider (RM) through regular scheduled meetings. Outcomes of these meetings will continue to be reported to and monitored by, the Governors' Buildings Sub-committee.

Subject Areas will;

- ensure their teaching and learning spaces are accessible and meet the requirements of the specific health and safety risk-assessment.
- use planned seating and grouping arrangements(where appropriate) to support pupils with disabilities
- identify, report and work to overcome barriers for disabled pupils.

RAISING AWARENESS

To gather appropriate information and make it available The School will;

- maintain an up to date Register of Special Needs
- include accessibility issues within the School Improvement Plan and Financial Plan as necessary.
- report on the progress and attainment of students by cohort group to the Governors' Curriculum Sub-committee, including specifically groups relating to Special Educational Needs, including those with disabilities.
- monitor and report on the progress and attainment of students by gender and ethnicity
- monitor exclusion and attendance data by gender and ethnicity
- record racist incidents and report these to the full Governing Body the Local Authority on a termly basis.

PUDSEY GRANGFIELD SCHOOL

SINGLE EQUALITY SCHEME

Through dissemination of the Accessibility Plan, Disability Equality Scheme and Equal Opportunities Policy, the school will raise awareness and secure the commitment of all staff.

- training will be targeted, but there will also be whole staff awareness raising
- policies and plans will be issued to all staff teams and their response monitored
- the Single Equality Scheme will be regularly reviewed by Governors
- good practice will be shared with our Pudsey Confederation partner schools, our service providers and our local family of primary schools.

Reference Documentation:

Teaching and Learning Policy

Equality and Diversity Policy, incorporating Race Equality Policy

School Improvement Plan

Accessibility Plan

Staff Code of Conduct

Updated February 2011

K Cornforth
Principal

Anth Gile 13 Sept 11

Anth Gile 26.6.12

Renew 26.6.14