



Henley Primary School

Single Equality Scheme Action plan/ Accessibility plan 2022/23



This action plan is produced in line with the Consortium Trust Single Equality Scheme framework Policy to ensure that we deliver the best equality outcomes for our school community. It ensures that we are considering access to all areas of the school site and outlines where we can make improvements to access the physical environment. Henley Primary school is committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. In drawing up the accessibility plan the school aims to provide safe access throughout the school for all users. We aim to ensure that the teaching and learning environment and the resources used are suitable for all staff and pupils, tailoring the requirements to suit individual needs. We will provide training to staff regarding the needs of disabled people and how to provide assistance to enable them to enjoy the school experience as fully as possible.

Heading	Current Good Practise	Actions	Who	When	Impact and next steps
PHYSICAL ACCESSIBILITY <i>School environment</i>	Accessible toilet facilities available	Ensure access is kept clear throughout school day	All	Ongoing	Liaise with Local Council for repair
	Access to specialist support and equipment as needed	Review storage of ladder to allow greater access to toilet	All	Sept 2022	
	Internal ramp in the school building to ensure accessibility	Review pavement access with local authority due to tree roots under concrete paving	Office Manager	Autumn term 2022	
	Hearing loop system in school	School council/ Pupil parliament to complete a grounds audit for accessibility	SH	School council meeting and assembly	
	Liaison with parents and families with regard to health conditions and disability on entry to the school				
	Designated parking for disabled visitors				
	Internal emergency signage and escape routes clearly marked				
PEPs are put in place as required					



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ACCESSIBILITY/ DISABILITY <i>*Review Accessibility plan</i> <i>*Analysis of pupil data inc. progress and attainment</i>	Central ramp throughout school to enable easy access around main building	Publish and promote the Single Equality Scheme and Accessibility plan through the school website, newsletter and staff meetings.	Offie Manager and SLT	Ongoing	BUDGET REQUEST: Clearly mark-up disabled parking bays outside of school £100
	Differentiated curriculum for all pupils. Resources tailored to the needs of pupils who require support to access the curriculum- including resources for hearing impaired. Meetings with Audiology team are regular.	All staff and Locality Committee members are aware of this plan through LC meetings and staff meetings.	SH	Autumn 2022	
	Curriculum resources include examples of people with disabilities. Curriculum progress is tracked for all pupils, including those with a disability.	Review access to all areas of the school- look at developing disabled access to school house	Facilities		
	Targets are set effectively and are appropriate for pupils with additional needs. Access for disabled children, parents and visitors meets requirements	Investigate alternatives for disabled parking- how can this be made safer?	Facilities		
	Emergency lighting and adequate lighting maintained throughout the buildings Accessible toilet facilities	Ongoing review of SEND data for progress and attainment	SENDCo	Termly	
	PEP's in place for children with additional needs as appropriate	Review PEP plans	SLT	October	
			SLT		



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<p>RACE <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i> <i>*Promote good relations between different ethnic groups</i></p>	<p>Opportunities to discuss race. Religion and ethnic diversity through Emmanuel RE syllabus across the school</p> <p>Theme days to promote good relations</p> <p>School responds to current affairs globally and locally sensitively to help children make sense of the world around them</p> <p>Access to reading resources in different languages in library</p> <p>Links with different faith groups for assemblies</p>	<p>Provide more opportunities to celebrate the achievements of people of different race- use assemblies as a vehicle to share practices of different ethnic groups</p> <p>Identify, respond and report racist incidents as outlined in the SES. Report the figures to the LC on a termly basis. Regularly review reported racial incidents using My concern and any actions taken</p> <p>Curriculum areas to include opportunities to share values, challenge prejudice and discriminations and challenge stereotypes</p>	<p>All</p> <p>SLT</p> <p>All</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>BUDGET REQUEST: £50 EYFS multi race resources £100 Costumes of different traditions according to topics- ie Kinono for Japan Invites to different faith communities</p>
<p>GENDER <i>*Analysis of all pupil achievement and performance by gender</i> <i>*Promote equality of opportunity</i> <i>* Range of gender friendly teaching styles and strategies</i></p>	<p>All pupils have opportunities to participate in clubs, teams and school activities</p> <p>Sports clubs actively promote inclusion Teaching resources are inclusive All children have access to Watoto</p>	<p>Ensure analysis of progress and attainment data includes gender analysis.</p>	<p>SLT/ MS to monitor</p>	<p>Termly</p>	<p>BUDGET REQUEST: £250 Reading/ library resource books which represent different family groups</p>
<p>SEXUAL ORIENTATION <i>*Promote equality of opportunity</i> <i>*Eliminate unlawful discrimination</i> <i>*Eliminate racist harassment</i></p>	<p>Different types of family posters around school</p> <p>Equal opportunities for all Included in PSHE/ RSHE planning</p>	<p>Promote understanding of sexual orientation and diversity in family groups by using LGBT specific reading and teaching materials in class</p> <p>Continue to build children’s resilience and ability to empathise with others</p>	<p>All staff</p> <p>All staff</p>	<p>Ongoing</p>	



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<p>CURRICULUM FOR EQUALITY <i>*Extra curricular opportunities</i> <i>*Relationships with others/PSHE</i> <i>*Resources</i></p>	<p>Pupil parliament and school council House captain and vice-captain opportunities for all, through voting systems in house groups</p> <p>Behaviour/ effort reward scheme in pupil passports (with support of FOHS)</p> <p>Extra-curricular activities, residential trips and educational visits are planned to be fully inclusive</p> <p>All children are involved in fund raising activities to support different local and national charities</p>	<p>Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability</p> <p>Ensure that displays in classrooms and corridors promote diversity</p> <p>Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, fund raising etc</p> <p>Purchase further resources to promote equality and diversity</p>	<p>SLT</p> <p>All</p> <p>All</p> <p>SH</p>	<p>Annual elections</p> <p>Ongoing</p>	<p>BUDGET REQUEST: <i>ELSA training for TD already applied for and allocated- training begins October</i></p> <p>£250 Curriculum resource updates (link to new topics) £50 School council badges and resources</p>
<p>COMMUNITY COHESION <i>*Targeting underachieving groups</i> <i>*Family learning</i> <i>*Parents and the community</i> <i>*Global Links</i></p>	<p>Parents are encouraged to come in to school for activities throughout the year including mental health day, craft projects, performances etc.</p>	<p>Promoting social action across the school- making links with community centre to develop joint community projects- litter picking etc</p> <p>Church- tidying up churchyard working groups</p> <p>Road signs- links with SCC/ Norse/ highways to clean village signs</p> <p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities</p> <p>Provide more opportunities for parents and community to come in to school</p>	<p>SLT</p> <p>SLT</p> <p>Office Managers</p> <p>All</p> <p>All</p>	<p>Spring term</p> <p>Spring Term</p> <p>Ongoing</p>	<p>BUDGET REQUEST: Litter pickers £30</p>



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<p>ALL EQUALITIES <i>*Staff and LC representation</i> <i>*Exclusions</i> <i>*Training needs</i></p>	<p>Staff have a wellbeing champion for support</p> <p>Safer recruitment trained staff</p> <p>Applications for job vacancies are inclusive, not discriminatory</p> <p>Staff accessibility needs met and additional resources bought to ease pain during working hours</p> <p>All staff aware of emergency procedures for lock-down or evacuation (Baden Powell)</p>			
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- Quality of school building and environment continues to be improved- painting and improvements continue to be made throughout the school following the installation of new windows.