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Introduction

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- Pupils go to Pupil Services medical area to take the medication at the appropriate times and are supervised while taking the medication. A

The Sweyne Park School Disability, Equality Objectives and Scheme.

QUALITY INFORMATION AND OBJECTIVES

1. AIMS

Our school aims to meet its obligations under the public sector equality duty by having due regard for the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic¹ and those who do not share it;
- Foster good relations across all characteristics – between people who share a protected characteristic and those who do not share it.

2. LEGISLATION AND GUIDANCE

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination;
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. ROLES AND RESPONSIBILITIES

The Sweyne Park Local Governing Body (LGB) will:

- Ensure that equality information and objectives as set out in this statement are published and communicated through the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Equality link governor is **TBC**. She will:

- Meet with the designated member of staff for equality and other relevant staff members every term, to discuss any issues and how they are being addressed.
- Ensure that she is familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the Sweyne Park LGB regarding any issues in relation to equality.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to the LGB.

The designated member of staff for equality is **Richard Bradley**. He will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Meet with the equality link governor every term to raise and discuss any issues.
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary.

All school staff are expected to have regard for this document and to work to achieve the objectives set out in Section 8.

4. ELIMINATING DISCRIMINATION

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

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We have chosen this objective because there are pupils with increasingly diverse needs and it is necessary to ensure that our provision is appropriate to meet their needs. To achieve this objective, we plan to:

- Replace the access doors in the corridors throughout the school to improve accessibility for pupils with wheelchairs and enhance the listening environment for deaf pupils by reducing noise.
- Renovate LD (the principal base for pupil support) so that pupils are able to receive discreet, individual support.
- Replace the doors leading into LD to improve accessibility for pupils with wheelchairs.
- Improve the light sources in LD to improve visibility for pupils with visual impairments.
- Fit acoustic treatment into LD to improve accessibility for pupils with hearing impairments.
- Improve the acoustic environment in two rooms in our Resource Base for Deaf pupils. Ensure refurbished rooms meet the British Association of Teachers of the Deaf (BATOD) standard of a signal to noise ratio below 35 and reverberation below 0.4. Both these standards are higher than the Building Regulations Standard BB93. This will also be the case in LD.

Objective 3: improve the outcomes for boys, in particular high ability boys.

We have chosen this objective because our data analysis indicates that this cohort of pupils is achieving less good outcomes than other cohorts. To achieve this objective, we plan to:

- Give a senior member of staff the role of overseeing our provision and outcomes for high ability boys.
- Continue to run a mentoring programme for high ability boys at risk of underachievement in Year 11, focusing on:
 - Regular 1-1 meetings with pupils;
 - Raising expectations of the quality of work;
 - Raising aspirations for post-16 study;
 - Encouraging pupils to engage with revision.
- Organise opportunities for potentially underachieving boys to observe Sixth Form lessons to raise aspirations.
- Engage with external providers to ensure pupils have better, earlier access to information about apprenticeships.
- Develop liaison with subject teachers regarding this cohort, including scrutiny of work.
- Tutors to co-ordinate attendance of identified pupils in this cohort at revision workshops.
- Deliver a tailored session regarding how to revise to this cohort of pupil prior to Year 11 mocks.
- Develop deployment of Assistant heads of Year to monitor this cohort at KS3.

Objective 4: to continue to ensure access for all staff.

We have chosen this objective because we value all staff and it is important for pupil progress that all staff are able to do their jobs effectively. To achieve this objective, we plan to:

- Continue to pay into Essex County Council's Occupational Health service in order to receive their advice and guidance.
- Continue to make reasonable adjustments required to ensure that staff are able to access work. (There are currently no staff who require adjustments that have not already been made.)

9. MONITORING ARRANGEMENTS

