

## KEMBLE PRIMARY SCHOOL ACCESSIBILITY STATEMENT

Schools have obligations under the Equality Act 2010 as employers, bodies which carry out public functions and service providers. Schools have obligations not to discriminate against people with a protected characteristic. The Equality Act 2010 provides a modern, single legal framework, and a clearer, more streamlined law that will be more effective at tackling disadvantage and discrimination.

Avoiding discrimination and promoting equality supports the agenda of improving attainment and progression for all pupils. Good education and skills are crucial for opening up opportunities and increasing the chance of a successful life. In addition, in England, equality and diversity are specified factors that must be taken into account in Ofsted inspections. This means that if equality measures are not implemented effectively this may restrict the overall inspection grade.

The Act protects pupils from discrimination and harassment based on 'protected characteristics'.

The protected characteristics for the schools provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Age and being married or in a civil partnership are NOT protected characteristics for the schools provisions.

### **The duty to change a provision, criterion or practice**

Where a provision, criterion or practice places disabled pupils at a substantial disadvantage in accessing education and any benefit, facility or service, schools must take such steps as it is reasonable to take in all the circumstances to ensure the provision, criterion or practice no longer has such an effect. This might mean waiving a criterion or abandoning a practice altogether, but often will involve just an extension of the flexibility and individual approach that most schools already show to their pupils.

Where disabled pupils are placed at a substantial disadvantage by a provision, criterion or practice or the absence of an auxiliary aid, schools must consider whether any reasonable adjustment can be made to overcome that disadvantage. It is good practice for schools to work with pupils and their parents in determining what reasonable adjustments can be made. (Equality & Human Rights Commission 2016)

## ACCESSING THE SCHOOL & FACILITIES

March 2017 sees the completion of our internal development of the Victorian building. This project includes an accessible toilet that staff and pupils can use and wheelchair access. As a site on different levels, due to the slope it is situated on, any person with disabilities would have to access the building and different classes at different levels using the outside slopes for access.

## HEARING & SIGHT RESTRICTIONS

The school does not currently have any resources to cater for pupils with hearing or sight loss, however our Special Educational Needs Co-ordinator (SENCo) liaises frequently with advisory teachers and we would take advice and install equipment if needed.

## CATERING FOR PUPILS WITH ADDITIONAL NEEDS

Our school always takes advice from specialists when needed. We pride ourselves on working closely with parents to make sure that all children are welcome and included as best we can. Please contact the school if you are a parent of a child with additional needs and together we can plan entry and your child's needs whilst they are at our school.

## OUR GOVERNING BODY

Our governors have a duty to monitor accessibility on our school. If you feel that the school is not compliant with the Equality Act and that we have not fulfilled our roles or responsibilities, then please do not hesitate to contact in the first instance the governing body and then Gloucestershire County Council.