



HAWKINGE PRIMARY SCHOOL

DISABILITY EQUALITY & ACCESSIBILITY ACTION PLANS

2008 – 2011

Disability

- To promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to

Task	By (date)	Resources	Who	Impact	Impact assessment & review	Achieved	Published
Gather and record information relating to disabled stakeholders -	Jan 2010	Newsletters Audits	AW / NC	The views of the stakeholders can help review action plan	Feb 2010		
Ensure redecoration of adult toilet is DDA compliant. From white to a colour that gives clarity to the sink, toilet and safety pull • Link	October '08	Paint	FW	Disabled visitors and staff are able to use the facilities. Any disabled children are able to use WC	Date: Oct 2008 Toilets now painted green – white furniture clear	YES	HT report to governors
Ensure replacement of children's toilets in the link plan for disabled toilet access for girls and boys. DDA compliant • Link	January 2008	New toilets £XXXXXX	JH / AW	New pupil toilets in the link area have cubicles for disabled pupils to use.	March 2009 Toilets re furnished – disabled cubicles provided in both	YES	HT report to govs
Ensure access to the school site is accessible to all visitors.	January 08		AW	All visitors can access most of the school site, although do not have a free flow around the sch		In part	
Ensure suitable meeting rooms are provided for meetings with parents so all adults have access to the meeting.	Sept 2008	Use of different rooms in the school	AW	All meetings are placed in locations depending on the needs of the participants	Difficult to achieve. If wheel chair access is needed the mtg takes place in a room in the school with access.	YES	
Ensure access to the school site is accessible to all visitors. The school office is currently not easy to access, as it surrounded by steps	Sept 2012 BUDGET DEPENDING		AW				
Arrange disabled parking bay in school car park, and develop a mechanism to keep it clear.	Nov 2009	£100	JH / AW	Visitors / parents to the school who have a disability badge can park conveniently		Yes	Web site

Ensure pupils with hearing / communication problems can access the school day. <ul style="list-style-type: none"> • use of sign language in the 'wider school' • Regular servicing of the sound system in the school hall 	Dec 2009	A Macaton signing club available to children x 1 per week £70 / term	AW / TI	Pupils will be able to communicate clearly with certain pupils by using Macaton.	Macaton club sang and signed in several assemblies. Well attended. Will continue	Yes	Web site
Ensure all teachers (inc supply) understand the medical needs of the children they are teaching before the school day starts – medical details in register	Nov 2009	Medical packs in register	NC	All staff better informed on children's needs – chdn happy and ready to learn			
Provide training for all staff to administer Epipen and Rectal Diazepam	September 2008 2009 2010	Sch nurse training session	AW / NC	Staff are confident in the administering of medical aid	All staff have ad opportunity for training	YES YES	
Ensure the school is safe for children with severe nut allergies – no bird feeders etc	Sept 2009	-	AW	Pupils with severe nut allergies are safe in school	Bird feeders removed	YES	
Review of office staff working conditions to ensure they meet safety requirements. (Visual Display Audit)	Dec 2009		AW / NC	All staff working at desks for a high proportion of the day are using suitable equipment			
Ensure appropriate access and support for disabled students working in the school (ITT) <ul style="list-style-type: none"> • Complete risk assessments for student access and safety 	July 2010	Risk assessment in partnership with CCCC		Equality of opportunity for ITT students.			
Review access to the school field to make it safe and easily accessible for all	April 2010		AW / FW	All pupils can access the school field safely			
To ensure visually impaired staff can access the schools newsletter – pod cast them	January 2010	Microphones to record letter	AW / pupils	Visually impaired and parents wit low literacy skills can access a pod cast of the weekly newsletter			
To ensure all opportunities are explored in working towards Olympics / Para Olympics 2012. Ensure that positive balance is given to each occasion	2010 - 2012		JC	Positive attitudes are developed about the importance of the Para Olympics			
Use the PHSE policy and scheme of work to promote positive attitudes to disabilities, such as inviting a guide Dog Organisation on to school to talk about Guide Dogs for The Blind.	2010 review of PHSE	Nil	LG	Positive attitudes are developed about people in our community with disabilities			
During the cycle of policy review, review all policies in light of Disability Equality Impact Assessment	2009-2010	NIL	All	All policies reviewed in light of Disability Equality Impact Assessment			
Audit school practice in light of the Inclusion Quality Mark – and action plan next steps	2009-2010	Time	DM	Practices, policies and protocols reviewed in light of the IQM			

Race (including Faith and Belief)

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Task	By (date)	Resources	Who	Impact	Impact assessment & review	Achieved	Published
Develop awareness of diversity within the school community <ul style="list-style-type: none"> • Arts and Geography fortnight • Nepalese celebrations – whole school • Tihar and Diwali recognised and acknowledged • English/Nepali/Vietnamese choreographed dancing at Summer fair. • Malaysian Afternoon • Black History Month • Traveller Traditions 	Ongoing	Time RE / Geog / Art / Dance resources to support Multi Faith week	AW with staff	All pupils are aware of the differences between each other and to celebrate them. Children to see the similarities between faiths Broaden other school's experiences.			
Ensure equality of access to opportunities in and out of school. <ul style="list-style-type: none"> • EAL leader and support worker to lead monthly coffee mornings to update non English speaking parents about school life • Explore ways to ensure effective communication with EAL families • Provide EAL training for families in order that they can support their children • Provide parents with booklet of 'Welcome to Folkestone' for new parents coming to England 	Ongoing when necessary Particularly relevant when Battalion changes over in Sept 2009	Time Adult education support	AW / ANT/ CC	All pupils and families will have fair access to facilities on offer.	All action points in place – but this will remain an ongoing programme	Yes – but on going	
Tracking vulnerable groups of children <ul style="list-style-type: none"> • Pupil progress meetings 	6 times a year to inform pupil progress meetings		AW CTs	Appropriate interventions are established to meet the needs of all vulnerable children			
Racial incidents logged			AW	Any incident is taken seriously and acted upon appropriately			
Promote Anti bullying week	Nov 2009	Time to plan the week / activities	LG	Children understand what they should do, and the role of a bystander / cyber bullying	Anti bullying week activities undertaken	Yes	News letter / website

Apply for Anti Bullying status	March 2010	SLT time / pupil voice meeting	LG & wkg party	An audit of school provision to identify strengths and improve areas of weakness			
Achieve Kent Safe schools status – use this as a tool for auditing school practice	July 2010	Time	AW / ANT	An audit of school practice to identify strengths and improve areas of weakness			
Develop awareness of difficulties faced by military families while fathers are on tour of duty. <ul style="list-style-type: none"> • Develop links with Dad while away • Send photographs • Arrange bereavement training for all staff 	Feb 2010	Club where we can email? Staff meeting time	AW/ staff to man club	Children and families feel safe and secure knowing they have contact with Fathers while away.			
Respect religious festivals and code absences accordingly.			POB / SW	Monitoring of absences takes account of religious festivals.			
Produce a written race equality policy And review annually	Sept 2008 Sept 2009 Sept 2010	Nil	AW / govs	Race equality policy clear for all. Adopted by gov body	Clear guidelines set	Yes Yes	Website Sept 2009
During the cycle of policy review, review all policies in light of Race Equality impact Assessment	2009-2010	NIL	All	All policies reviewed in light of Race Equality Impact Assessment			
Audit school practice in light of the Inclusion Quality Mark – and action plan next steps	2009-2010	Time	DM	Practices, policies and protocols reviewed in light of the IQM			

Gender & sexuality

- Eliminate unlawful discrimination and harassment on the grounds of sex.
- Promote equality of opportunity between women and men.

Task	By (date)	Resources	Who	Impact	Impact assessment & review	Achieved	Published
Tracking vulnerable groups of children Pupil progress meetings	6 times a year to inform pupil progress mtgs		AW CTs	Appropriate interventions established to meet the needs of all vulnerablechdn			
Using MFST data 2007-2008 trial gender groups for science Y6	Jan 2009 – June 2009	Time Science Data	DM / AC	Girls make good progress in science- the gender gap to be narrowed.	Gender gap narrowed – see MFST 2008-09	YES	
Science groups for AT1 lessons – single gender	Ongoing	Nil	DM / CTs	the gender gap is be narrowed in AT1 work			
Monitoring observations – monitor the responses asked from Boys / girls – is it an appropriate ratio?	Ongoing	Nil	AW / POB / Co-ords				
Role Play areas – ensure role play areas portray non stereo typed behaviours	Ongoing	Cost of resources	MT / KF	Pupils are not subconsciously pushed into stereotypical roles			
Access to clubs • Girls join football • Boys join dance & netball Make it clear that all clubs are open to Boys and girls	Ongoing	After school clubs	All staff	Pupils work / play alongside each other	Ongoing – re established Sept 2009	YES	
SRE Scheme of work – a balanced policy looking at relationships from Year R- Y6	Nov 2009	Governors	LG	A non biased SRE scheme of work to be taught from EYFS – Y6	Presented to governors. Next step to write the SOW	Partly	
Investigate the 'Speak easy' scheme for parents	Dec 2010		AW	Parents will fel happier talking aout SRE to their children			
Produce a written Gender Equality Policy And review annually	Sept 2009 Sept 2010 Sept 2011	Nil	AW / govs	Gender Equality policy clear for all. Adopted by gov body		Yes	
During the cycle of policy review, review all policies in light of Gender Equality Impact Assessment	2009-2010	NIL	All	All policies reviewed in light of Race Equality Impact Assessment			

Age

- Eliminate unlawful discrimination and harassment on the grounds of age
- Promote age equality

Task	By (date)	Resources	Who	Impact	Impact assessment & review	Achieved	Published
Pupil Voice Project – promote mixed age groups for children to learn that all ages of pupils can learn from one another	Start Nov 2008 – then on going	Nil	POB	Pupil Voice meetings include ALL pupils from across the school	This is in action	YES	HT rept to governors
Sibling afternoons – pupils in EYFS invite their siblings to learn along side them	Annually October Ongoing	Nil	MT	Older pupils in the school have a nbetter understanding of who children in EYFS learn			
Promote positive images of older members of the community by inviting them in and asking them to talk about Hawkinge Past / other history / geography topics	Ongoing	Nil	All	Children have the opportunity to talk to older people form outside their family			
Hold Grandparent Day	2010	nil	All / SW	Children see their grandparents / older people in the local community learning alongside them			