



Equality and Accessibility

Everyone in our pre-school is important and included. We promote an ethos of care, trust and safety where every member of our pre-school community feels that they truly belong and are valued. We recognise everyone's uniqueness and their right to equality and accessibility.

Equality

Aims

Baildon Village Pre-School aims to meet its obligations under the public-sector equality duty by having due regard to 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 characteristic and people who do not share it
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

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
- Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Eliminating Discrimination

The pre-school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Staff and committee members will ensure that equality is upheld creating a fair and respectful learning environment.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the pre-school aims to advance equality of opportunity by:

- removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying
- taking steps to meet the particular needs of people who have a particular characteristic e.g. enabling Muslim pupils to pray at prescribed times
- encouraging people who have a particular characteristic to participate fully in any activities e.g. encouraging all pupils to be involved in the full range of pre-school activities

Fostering good relations

The pre-school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum e.g. PSED, People and Communities
- having a learning environment which includes a diverse range of objects, images and books e.g. stories from different cultures, pictures of children from a range of ethnicities

Accessibility

At Baildon Village Pre-School we support children to develop independence skills and confidence. We adapt activities to include all children enabling both able-bodied and children with disabilities to access resources and learn through play.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The committee and manager are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that 'schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation'.

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Baildon Village Pre-School is committed to providing an environment that enables full access to all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 to developing a culture of inclusion, support and awareness within the pre-school.

The pre-school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Baildon Village Pre-School Accessibility Plan shows how access is supported for disabled pupils, staff and visitors to the school.

Aims

Baildon Village Pre-School aims to:

- increase access to the curriculum for pupils with a physical disability and/or sensory impairments by adapting the curriculum as necessary to ensure that the needs of all children are met (If a school fails to do this they are in breach of their duties under the Equalities Act 2010).
- make all activities accessible to those with disabilities including the wider curriculum e.g. educational visits.
- work with parents / carers to ensure specialist equipment, which may assist children to access the curriculum is made available within a reasonable timeframe.
- improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvement to the physical environment of the school and physical aids to access education within a reasonable timeframe.
- improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include letters, information about the pre-school and pre-school events; the information should be made available in various preferred formats within a reasonable timeframe.

The Baildon Village Pre-School Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

It is a requirement that the pre-school's accessibility plan is resourced, implemented, reviewed and revised as necessary. Attached is an action plan showing how the school will address the identified priorities.

Accessibility Plan

| | Issue | Recommendations | Time Scale | Priority | Cost | Date Completed | Responsibility |
|---|-----------------------------|---|-------------|-------------|------------|----------------|----------------|
| 1 | Moving Between Furniture | Keep clear walk ways around the room. | Immediate | High | None | Ongoing | All staff |
| 2 | Disabled Parking | Spaces are provided in the church car park. Staff will provide support if a parent with disabilities wishes to drop off or collect without leaving their vehicle. | Immediate | High | None | Ongoing | All staff |
| 3 | Accessible Toilet | In place – directly off the main hall. | Ongoing | Low | None | Ongoing | |
| 4 | Changing Facilities | In place. | Ongoing | Low | None | Ongoing | |
| 5 | Needs led Teaching | SENCO to monitor quality of provision through needs led planning for SEND/EYPP children. | Ongoing | High | Staff Time | Ongoing | SENCO |
| 6 | Staff Training – SENCO Role | Training for the SENCO role by Skills 4 Bradford | Autumn 2019 | High | £300 | | Manager |
| 7 | Written Materials | Availability of written material in alternative formats when specifically requested. | Ongoing | As required | ? | Ongoing | Manager |

