

## WICKHAMBREAUX PRIMARY SCHOOL

### SINGLE EQUALITY SCHEME AND ACCESSIBILITY PLAN

As a school we recognise our duty and responsibility to establish equality for all students, staff, other members of the school community and service users regardless of their ethnicity, gender, disability, sexual orientation, age or beliefs as defined within existing equalities legislation (equality strands).

In response to recent Government legislation we have developed a Single Equality Scheme (SES).

Our **Single Equality Scheme (SES)** seeks to fulfil the School's duties to promote equality for members of each of these 'equality strand' groups', and embed fairness and equality at the heart of our school community and in all aspects of our **policies, procedures and practices (PPPs)**.

We also seek to ensure that we apply the same principles to other groups in our community for whom we have, as yet, no legislated duty, but who we know face inequality through poverty or social class.

Our SES enables us to meet the **duties** under equality legislation and, in applying the principal of '**levelling up**' (the principle of 'levelling up' means that, as far as is reasonable, we apply the highest requirement of the law across all quality strands), enables us to achieve the following for all groups:

- elimination of all forms of unlawful discrimination;
- eliminate harassment and bullying (Wickhambreaux keeps accurate records of bullying and harassment related to equalities and reports on any incidents, as required, to the Local Authority);
- promotion of equality of opportunity through vision, strategy and practice;
- fostering good relations;
- promotion of positive attitudes.

Through our SES we make commitment to:

- promote community cohesion;
- narrow the attainment gap in outcomes between children;
- improve outcomes as described within the Kent Children's and Young People's Plan (CYPP).

Wickhambreaux Primary School values an open-door policy and we have an active working party which evaluates and develops our PPPs. Comments from all stakeholders are always welcome.

The SES Document is held within the school office and can be accessed at all times.

# **Single Equality Scheme**

## **Working Party**

The current working party consists of members of the School's Senior Management Team, Governors, Parents and a Community Representative following an invitation sent in Spring Term 2011 to all stakeholders. However, contributions and/or participation in the Working Party are always welcome.

Membership is listed below:-

Ann Campling – Headteacher  
Lisa Crosbie – SMT/Inclusion Manager  
Claire Dwyer – SEN Governor  
Bill Bell – Community Cohesion Governor  
Lisa Pethick – Resources Governor  
Mrs Biddle – Parent Representative  
Mr Richards – Parent Representative  
Mrs Kibukia – Parent Representative  
Sarah Barnes – Parent Representative