



Benwick Primary School



Public Equality & Accessibility Plan 2025-2029

Benwick Primary School is committed to equal opportunities for all. Our school will make all members of our school Community feel welcome and will not discriminate against: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The Accessibility part of the plan relates to the key aspects of physical environment, curriculum and written information.

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

Our School Values:

RESPECT- RESPONSIBILITY -HONESTY- RESILIENCE - COMMUNITY

Modern British Values:

Democracy- Tolerance- Mutual Respect- Rule of Law- Individual Liberty



Our Mission Statement: *Together We Can*

Aims:

*We value and celebrate confidence in ourselves as individuals, knowing that we can make our own contributions to the world.
We understand the importance of respecting each other and members of our community and taking the responsibility for our own environment.*

*We strive to install a love of life long learning.
Learning will be creative, exciting and fun.*

Equality Development Priority 1-Ethos and Culture of the School

Ensure our school, and Modern British Values, are embedded and explicit across the school so that all stakeholders are encouraged to treat one another, and the global community, with tolerance and respect

Actions	Evidence	Outcomes and next steps
Continue to Explicitly teach the School & Modern British Values through Collective Worship.	Meetings schedules and agendas Policies Learning Environments Website Relationships Curriculum planning and development (see below) Enrichment Displays linked to Modern British Values British Values Assemblies	
Ensure all stakeholders treat one another with respect, politeness and tolerance for differences.	Behaviour policy and steps/rewards School Values Collective Worship	



	<p>Class & school rules</p> <p>Team Point reward systems</p> <p>Policies-Parent Code of Conduct/Staff code/Home and School Agreement</p> <p>Newsletters</p> <p>Parent & Community Communications</p>	
<p>Build on our inclusive ethos by promoting a 'no ceiling' approach to learning and aspiration, to encourage everyone to achieve more than expected.</p>	<p>Growth Mindset (including assemblies and displays)</p> <p>Thinking Skills</p> <p>Pupil Premium</p> <p>SEND Policy and Practice</p> <p>Curriculum</p> <p>PSHE</p> <p>Celebrations</p>	
<p>Listen to the views of all stakeholders so that their thoughts and opinions are valued and included in the strategic planning of the school.</p>	<p>School Council</p> <p>Big Conversation</p> <p>Parent Questionnaires/meetings</p> <p>Pupil Voice</p> <p>Governor Monitoring and Evaluation</p> <p>Staff Questionnaire</p> <p>Line Management for staff-Staff and TA Meetings</p> <p>Staff Memo</p>	
<p>Equality Development Priority 2-Curriculum and Achievement</p> <p>Provide opportunities for all of our pupils to succeed and reach their potential</p>		
<p>Actions</p>	<p>Evidence</p>	<p>Outcomes and next steps</p>
<p>Continue to track individuals' progress to ensure that every child achieves/exceeds their targets set from previous key stage.</p>	<p>Pupil Progress Meetings</p> <p>SEND meetings/Pupil Premium meetings</p> <p>Parent Consultations</p> <p>Pupil Profile Sheets and parent End of year reports</p> <p>Provision Mapping/intervention timetables</p> <p>TA Line Management/deployment</p>	



Regularly review the school curriculum to ensure that all pupils are aware of the ethnic and cultural diversity and disability.	Curriculum documentation Pupil Voice (Big Conversation) Visits and Visitors PSHE curriculum links Medium Term Plans Enrichments plans	
Ensure all children regardless of deprivation, race, gender, ability and age are able to access wider experiences to enhance their learning opportunities. Monitor this.	Pupil Premium funding allocations-Strategy SEND Provision-SEND information report PE Premium Reports School Fund allocations	

Equality Development Priority 3-Staffing and Professional Development

Ensure all staff are positive role models for the school community, and are treated equally, regardless of gender, age, race, sexuality or disability and have access to high quality Continuous Professional Development (CPD).

Actions	Evidence	Outcomes and next steps
Continue to treat all staff fairly and equally so that excellent equalities and practice in staff recruitment, retention and development can be observed.	Reasonable Adjustments Occupational Health Line Management CPD Meetings-briefing/INSET Well-being meetings Appraisal and Performance Management for all staff Roles and Responsibilities Policies Recruitment diversity Safer recruitment in place Induction packages for new staff	
All staff have access to high quality CPD which links to areas of personal development as well as the strategic development priorities, in line with working hours and	SDP SEF Perf Man	



agreed roles and responsibilities in school.	Line Management	
All staff have regular, and ongoing, Safeguarding training to ensure the children are kept safe and our systems and procedures promote high levels of equality for all.	Weekly memo Safeguarding audit Safeguarding Policy Well-being meetings Senior Leadership Meetings	

Equality Development Priority 4- Community Partnerships

Foster positive partnerships and relationships so that the wider local community have a shared sense of cohesion and belonging regardless of gender, age, race, sexuality or disability.

Actions	Evidence	Outcomes and next steps
Promote community members to become active within the life of the school so that pupils are exposed to a wide variety of people and value the contributions of others.	FOBS Links with Parish council on Governing Body Benwick in Bloom Volunteers Village Hall Committee Village Sport Christmas lights	
Further develop effective channels of communication with wider stakeholders ensuring that the life of the school is celebrated and promoted fully.	Fortnightly newsletters Dojo Class Link-ups Website Community Newspaper	

Equality Development Priority 5 Accessibility –

Improving Physical Access, Improving access to the physical environment of the school, Improving the Delivery of information (adjustments to be made **outside** of those normal everyday adjustments made through differentiation or individual SEND provision and during periods of testing etc)

Actions	Evidence	Outcomes and next steps
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Make adjustments to the school building as required for individual need.	OT Reports & Advice EHCP documents Occupational Health advice	
To provide specialist equipment to promote participation in learning by all pupils.	SEND advice EHCP documents APDR documents Drop-in monitoring	
Enable all parents and other members of the school community to access information.	Website Email Facebook Display boards	