

Equality Action Plan

This document should be read in conjunction with the SEN policy and equal opportunities and equalities policies. EPHS recognises its responsibilities under the [Public sector equality duty](#) to achieve the objectives set out under s149 of the Equality Act 2010 to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We further recognise our duties:

- Not to discriminate against disabled students in its admissions and exclusions policy and provision of education and associated services
- Not to treat disabled students less favourably
- To take reasonable steps to avoid putting disabled students at a substantial disadvantage
- To increase the extent to which disabled students can participate
- To improve the physical environment of the school to enable disabled students, staff and visitors to take better advantage of the facilities
- To improve the availability of accessible information to disabled students and visitors

The school will:

- Recognise and value parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities and respects the parents' and child's right to confidentiality
- Provide all students with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual students
- Set appropriate learning challenges
- Respond to students' diverse learning needs
- Overcome potential barriers to learning and assessment for individuals and groups of students

Planned activities:

- Education and related activities: The school will continue to seek and follow the advice of LA services and outside agencies, such as specialist teacher advisors and SEN consultants and of appropriate health professionals from the local NHS trusts.
- Physical Environment: The school will take account of the needs of students, staff and visitors with physical disabilities and sensory impairments when planning and undertaking future improvements and refurbishment of the school site and premises such as, improved access, lighting, acoustic treatment, colour schemes and more accessible facilities and fittings.
- Provision of information: The school will make itself aware of local services, including those provided through the LA.

Targets Achieved;

The strategies and interventions that are currently in place to help make the curriculum accessible are:

- Individual LA funding for students with an Education, Health & Care Plan
- Teaching Assistant (TA) support in targeted lessons
- One to one TA withdrawal for individual students
- Individual/group withdrawal for literacy
- Individual/group withdrawal for behavioural/emotional needs
- Access to Ealing Youth Counselling & Information Service (EYCIS) counsellors
- Sixth Form students providing tutoring/mentoring support for younger students
- A range of home learning clubs after school
- Reduced group sizes to cater for the needs of students of all abilities in core subjects
- Teaching staff ensure learning activities are suitably scaffolded to support the needs of students of all abilities in all subjects
- Reduced timetables for students according to need
- School trips are assessed for suitable access arrangements to be put into place
- Liaison between school and health professionals to enable a gradual return to school for students after a prolonged absence following illness or injury

Accessible Specialist Provision - The following specialist rooms and facilities are on the ground floor:

- D.T. rooms for Textiles, Food Technology, Resistant Materials and Graphic Design
- Music rooms and drama studios
- Sports Hall and gym
- Access to computer suites in A and C Blocks
- Main Hall and Canteen
- Admin offices in F Block
- Library in C Block
- SEND and ARP facilities in C Block
- Science labs, C Block computer suites and the new 6th form building are all served by lifts

Site accessibility

- There are disabled access toilets in A, B, C, E, F and the new 6th form building
- There is a disabled access parking space in the car park
- There are lifts (with alarms) serving all multi-storey buildings