

BETHLEM AND MAUDSLEY HOSPITAL SCHOOL**SINGLE EQUALITY POLICY
& ACCESSIBILITY PLAN**

This plan is drawn up in accordance with Schedule 10 of the Equality Act 2010 which requires schools to draw up, publish, implement and review a written plan to:

- increase access to the curriculum for disabled pupils;
- improve the physical environment of the school to increase access for disabled pupils;
- improve the accessibility and availability of information to disabled pupils.

The Act defines disability as when a person has a ‘physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities.’

This plan recognises what is already in place in our school and includes future steps we will take.

Future steps have been identified as part of the process of drawing up, implementing and reviewing the School Development Plan, regular and ongoing consideration of existing and potential barriers to learning and to access to the school and to information and ongoing engagement with parents.

Jl
September 2020

Appendix 1 Accessibility Plan

Priority	Action	Target and completion date	Monitoring and checking (how and by whom)	Cost implication	Lead
1. Access to the physical environment					
To enable pupils to have free and safe access to the areas outside the classrooms on the Bethlem site.	The safety/security and accessibility of the areas outside the classrooms will be further developed by having a fence between the main school building and the school gym. Completion of this fence is dependent on the hospital but has been agreed in principle.	September 2020	Headteacher	To be borne by NHS	Headteacher
Improve the physical environment of the school and physical aids to access education.	Redevelop site at the Maudsley to improve accessibility and improve equality of access	June 2023	Headteacher	To be borne by NHS	Headteacher

Reviewed by JI – September 2020

Reviewed by Whole School Staff meeting – November 2020

Approved by Governors – November 2020

Priority	Action	Target and completion date	Monitoring and checking (how and by whom)	Cost implication	Lead
2. Access to the curriculum					
Exam concessions assessments and access to them improved	Procedure for evaluating potential pupil need instituted throughout school	February 2021	SLT	Assessment materials £500	Headteacher
Online learning for those unable to physically access the school buildings	Develop staff use of remote learning platforms, media and modes	March 2022	SLT	£4000	Headteacher and SLT
3. Access to information					
Improving access to information.	Develop the use, where needed, of online resources to aid accessibility e.g. simultaneous translation (oral) and translation of materials (written) at a level that can be understood by the pupil or parent.	July 2022	SLT	£600	Headteacher and SLT

Reviewed by JI – September 2020

Reviewed by Whole School Staff meeting – November 2020

Approved by Governors – November 2020

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Appendix 2

Statement on Equality

The Bethlem and Maudsley Hospital School is committed to equality, both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to:

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We promote equality of opportunity and diversity, a positive school culture and work together to prevent discriminatory behaviour.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

This statement meets our specific duty to publish information every year which sets out how we are doing this.

Please also see our Accessibility Plan (appendix 1).

Part 1: Information

Pupil population

Pupils are constantly changing at the school with an average length of stay as one term. Our pupils come from local, regional, national and international referrals.

Prejudice-related incidents and bullying

We record and report prejudice-related and bullying incidents (see Anti-bullying policy and on-line procedures in relation to cyber-bullying) to the school's governors and to the local authority.

Exclusions

We have not excluded a pupil in the last 17 years.

Part 2: How we are meeting our equality duty to advancing equality, eliminate discrimination and foster good relationships

We give careful consideration to advancing equality in everything that we do taking steps to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

Training

Designated safeguarding lead training – every 2 years. Whole school and governors` safeguarding training – every 3 years.

Record keeping and monitoring

We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.

We keep a record of prejudice related incidents and bullying.

We keep a record of exclusions.

Reviewed by JI – September 2020

Reviewed by Whole School Staff meeting – November 2020

Approved by Governors – November 2020

Policies which particularly contribute to the promotion of equality

Anti-bullying policy and on-line safety procedures in relation to cyber-bullying

Code of behaviour policy

Special Educational Needs and Disability (SEND) policy

SEND Information Report

Staff disciplinary policy

Grievance procedure

Complaints policy

Sex and relationship education policy

Religious education policy.

Curriculum

See curriculum policy.

Engagement/consultation

We seek pupils` and parents` views both on entry to our school and on leaving to inform changes and to improve practice.

Disability

We are committed to working for the equality of people with disabilities.

Please see Accessibility Plan (appendix 1) and SEND Information Report.

Data summary of achievement and progress of pupils with SEND and those without, also by gender and ethnicity

All our pupils have SEND. Progress is outlined on <https://bethlem-maudsleyschool.org.uk/wp-content/uploads/Progress-report-for-Heads-report-Final-2018-2019.pdf>

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

Our pupils have a widely diverse set of needs and identities. We personalise our teaching to support every pupil's development whilst respecting their identity and identifications.

Part 3: Our equality objectives

The Equality Act 2010 requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Reviewed by JI – September 2020

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Approved by Governors – November 2020