



# SINGLE EQUALITY SCHEME & ACCESSIBILITY POLICY

This Policy was electronically approved by the Governing Body on 24<sup>th</sup> November 2025

Chair of Governors:  
Headteacher:

Mr J Howes  
Ms Y Nunn

Signed ..... *J Howes* ..... Chair of Governors

Signed ..... *Y Nunn* ..... Headteacher

Review Date: Autumn 2028



# Single Equality Scheme and Accessibility Policy

## Hampton Primary School

### Introduction

Hampton Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents, and visitors.

This Single Equality Scheme and Accessibility Policy outlines our approach to meeting the requirements of the Equality Act 2010 and ensuring accessibility for all members of our school community.

### School Values and Aims

- Promote a safe, inclusive, and supportive learning environment.
- Celebrate diversity and foster respect for all individuals.
- Remove barriers to learning and participation.
- Ensure equal access to the curriculum, facilities, and school activities.

### Legal Framework

This policy is guided by:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Special Educational Needs and Disabilities (SEND) Code of Practice
- Health and Safety at Work Act 1974

### Protected Characteristics

Hampton Primary School does not discriminate against anyone based on:

- Age

- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

#### Equality Objectives (2025–2028)

1. Improve attainment outcomes for pupils with SEND through targeted interventions.
2. Increase parental engagement for underrepresented groups.
3. Promote positive relationships and reduce bullying related to protected characteristics.
4. Ensure an accessible learning environment through regular auditing and continuous improvements.

#### Accessibility Plan

##### 1. Curriculum Access

- Provide differentiated teaching and adaptive technologies.
- Offer staff training on inclusive practice and SEND strategies.

##### 2. Physical Access

- Maintain accessible routes throughout the school site.
- Ensure signage and lighting support visibility and safety.
- Review playground accessibility and make improvements where necessary.

### 3. Information Access

- Provide alternative formats (large print, translated materials, audio) when required.
- Ensure the school website meets accessibility standards.

### Roles and Responsibilities

- Governing Body: Ensures compliance and monitors progress.
- Headteacher: Implements policy and ensures staff understand obligations.
- SENCo: Coordinates SEN provision and accessibility improvements.
- Staff: Foster an inclusive environment and follow equality guidance.
- Parents and Pupils: Contribute to creating a respectful and supportive school culture.

### Monitoring and Review

This policy will be reviewed every three years, with progress updates published annually.

### Approval

This Single Equality Scheme and Accessibility Policy was approved by the Governing Body of Hampton Primary School.

