



Brighter Futures Educational Trust



Chair of Trustees: Daniel Login | BA (Hons) |

LARWOOD DRIVE, STEVENAGE, HERTFORDSHIRE, SG1 5BZ

Email: admin@larwood.herts.sch.uk **Telephone:** 01438 236333

Website: www.larwood.herts.sch.uk

Larwood School

Executive Headteacher: Mr Pierre van der Merwe | BA, NPQH |

Brandles School

Headteacher: Mr Paul Smith | NPQH, AVCM |

Dan Login

Chair of Trustees

Pierre van der Merwe

Executive Headteacher

EQUALITIES AND ACCESSABILITY POLICY

Policy Number: 49

Review Committee: ELT

Type of Policy: Non-Statutory

Review Period: Annually

Approved: April 2025

Next Review: April 2026

Registered office:

C/o Larwood School, Larwood Drive Stevenage, Hertfordshire. SG1 5BZ, UK. Company Number: 10359418

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Version Control

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| V1.1 | March 2024 | Version Control added and Brandles Wheelchair access added. |
| V1.2 | April 2025 | Name Change, Simplified and shorted. |
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1. STATEMENT OF COMMITMENT

The Trustees of Brighter Futures Educational Trust are committed to fostering a culture of inclusion, equality, and diversity, in line with the Equality Act 2010 and other relevant legislation. We believe that all pupils, staff, families, and visitors have the right to be treated fairly, equitably, and with dignity and respect. The Trust does not tolerate discrimination, harassment, or victimisation based on any of the following protected characteristics:

- Disability
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation
- Age
- Pregnancy and maternity
- Marriage and civil partnership
- Diversity is celebrated as a strength that enriches the educational experience of our pupils.

2. LEGISLATIVE FRAMEWORK

This policy complies with the current UK legislation including:

- Equality Act 2010 (including the Public Sector Equality Duty)
- Children and Families Act 2014
- Special Educational Needs and Disability (SEND) Code of Practice 2015
- Keeping Children Safe in Education (latest edition)
- Human Rights Act 1998

3. LEADERSHIP AND GOVERNANCE

Trustees are responsible for:

- Ensuring the schools comply with equalities legislation.
- Overseeing the implementation of this policy.
- Monitoring outcomes and the impact of the policy.

Headteachers are responsible for:

- Implementing this policy daily.
- Ensuring staff are aware of their responsibilities and receive appropriate training.
- Taking prompt and appropriate action in cases of discrimination or inequality.

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All staff are responsible for:

- Promoting equality and inclusion.
- Challenging discrimination and stereotyping.
- Responding to incidents of prejudice or harassment.

4. DISABILITY

Definition:

A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities (Equality Act 2010, S6(1)).

Pupils:

The Trust provides specialist provision for pupils with social, emotional and mental health (SEMH) needs. Pupils may also have co-occurring conditions (e.g., ADHD, autism, sensory impairments). Discrimination based on disability or behaviour related to disability will not be tolerated. Reasonable adjustments will be made to ensure access to learning and activities.

Staff:

The Trust does not view disability as a barrier to employment, provided that the duties of the role can be safely and effectively fulfilled. Reasonable adjustments are considered. Physical intervention requirements are based on safety and pupil needs.

Visitors:

The Trust endeavours to accommodate all visitors, although some legacy aspects of the site may limit full accessibility. Ramps are in place at key access points. The Trust is committed to making ongoing improvements to physical accessibility wherever possible.

5. SEX AND GENDER

Pupils:

The curriculum and all activities are inclusive and accessible to pupils of all genders. Gender stereotypes are actively challenged.

Staff:

Recruitment and employment decisions are based on merit, regardless of sex or gender identity.

6. RACE

The Trust affirms its commitment to anti-racism and to creating an environment where racial and cultural diversity is celebrated. Racist behaviour is not tolerated. All incidents are taken seriously, recorded, and reported in accordance with Trust procedures. The

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curriculum reflects a broad range of cultures and experiences.

7. RELIGION AND BELIEF

The Trust respects the religious beliefs and non-beliefs of all individuals. Pupils and staff are allowed to observe religious practices where feasible. The curriculum includes teaching about the major world religions and promotes respect for diversity.

8. SEXUAL ORIENTATION AND GENDER IDENTITY

Discrimination based on actual or perceived sexual orientation or gender identity is not tolerated. Staff and pupils are actively supported to express their identities in a safe, inclusive, and respectful environment. The curriculum and Personal, Social, Health and Economic (PSHE) education include representation of diverse family structures and relationships.

9. AGE

No staff or volunteers are discriminated against based on age. Employment decisions, including continuation beyond retirement age, are based on ability and the needs of the school.

10. ACCESSIBILITY

While aspects of the current school estate may limit access to some areas, efforts are made to ensure inclusivity. An accessibility plan is in place and reviewed regularly. Improvements are implemented as funding and feasibility allow.

11. MONITORING AND REVIEW

This policy is reviewed annually by the Trustees and school leadership. Equality objectives are published and reviewed in line with the Public Sector Equality Duty.

12. COMPLAINTS AND CONCERNS

Any concerns or complaints relating to equality or accessibility should be raised with the Headteacher or Chair of Trustees and will be dealt with in accordance with the Trust's complaints procedure. Complaints are treated seriously and addressed promptly in accordance with the Trust's policies.

13. ACCESSIBILITY-CURRENT SITUATION

As things stand, there are no pupils with physical disabilities that require wheelchair use attending Larwood and Brandles Schools. However, the accessibility of each school site varies and is described below. An audit and review will be undertaken if future need arises.

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Larwood School:

Areas with wheelchair access:

- Main reception (ground floor)
- Ground floor classrooms (though door widths may limit access)
- Space Hub area
- The Play barn (with ramp access)
- Outside play areas (subject to weather conditions)
- The 'top end' of the school via a separate entrance (limited to the dining hall)

Areas without wheelchair access:

- Conference room and second floor (only accessible via stairs)
- Movement from the main hall to the dining room/top end (four steps)
- Areas where door widths are not suitable for wheelchairs

Brandles School:

Areas with wheelchair access:

- All classrooms in the main building
- Hall and canteen
- Staff room
- All toilets in the main building
- New build classrooms
- The Hive
- Multi-gym
- Science lab
- Art room
- Disabled toilet
- Outside play areas (subject to weather conditions)
- Outside football gym

This policy replaces all previous Equalities and Accessibility Policies and reflects the current requirements of UK legislation.

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