

Greenfields

Community Primary School,
Nursery & Pre-School



Accessibility Policy & Plan

September 2023-2026

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Greenfields Community Primary School

Accessibility Policy & Plan

Our Accessibility policy and plan are fully compliant with legislation within the Equality Act 2010 (schedule 10, paragraph 3) and Disability Discrimination (prescribed Times and Periods for Accessibility Strategies and Plans for Schools (England) Regulations 2005.

AIMS OF THE PLAN

- To create opportunities for every child to develop and learn
- To release potential in people to make the most of themselves
- To achieve excellence in standards of education & skill for all children
- To ensure the building and premises are accessible to all users, including pupils, parents/carers and visitors.
- To link with the school Single Equality Scheme Action Plan in order to have due regard to the duties from the Equality Act as follows:
 - Eliminate unlawful discrimination, harassment and victimisation;
 - Advance equality of opportunity between different groups; and
 - Foster good relations between different groups.

INTRODUCTION

This plan is drawn up in accordance with the duties in the Equality Act 2010, as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance set out in "Accessible Schools: Planning to increase access to schools for disabled pupils", issued by DfE in 2002 and the Educational Needs and Disability Regulations 2014.

DEFINITION OF DISABILITY

Disability is defined by the Equality Act 2010 as:

"A person has a disability if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on his or her ability to do normal day to day activities".

KEY OBJECTIVE

To reduce and eliminate barriers of access to the curriculum, and to enable full participation in the school community for pupils, prospective pupils and our adult users with a disability.

PRINCIPLES

1. Compliance with the Equality Act is consistent with the school's Single Equality Scheme and Action Plan, and the operation of the school's SEN policy;
2. The school recognises its duties under the Equality Act (as amended by the SENDA):
 - eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between different groups; and
 - foster good relations between different groups.
 - not to discriminate against disabled pupils in their admissions and exclusions, and provision of education and associated services
 - not to treat disabled pupils less favourably
 - to take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
 - to publish an Accessibility Plan.
3. In performing their duties, governors and staff will have regard to the Technical Guidance on the Public Sector Equality Duty written by the Equality & Human Rights Commission.
4. In performing their duties, governors and staff will have regard to the Special Educational Needs and Disability regulations 2014.
5. The school recognises and values parents' knowledge of their child's disability and its effect on his/her ability to do normal activities, and respects the parents' and child's right to confidentiality.
6. Schedule 10 (Accessibility for Disabled Pupils) of the Equality Act also requires schools to:
 - Increase the extent to which disabled pupils can participate in school curriculum
 - Improving the physical environment of the schools for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services, provided or offered by the school,
 - Improving the delivery to disabled pupils of information which is readily accessible to pupils which are not disabled.
7. The school provides all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; and endorses the key principles in the National Curriculum framework, which underpin the development of a more inclusive curriculum:
 - setting suitable learning challenges
 - responding to pupils' diverse learning needs
 - overcoming potential barriers to learning and assessment for individual and groups of pupils.

ACTIONS

The School has identified a range of actions for development in line with the duties arising from the Equality Act 2010 and other relevant statutory regulations and will review in light of periodic changes in such regulations as necessary. A priority list is identified in the accessibility plan enclosed for the period 2017 - 2020 academic years. This plan will become an appendix to the school School's Single Equality Scheme.

LINKED POLICIES

This Plan will contribute to the review and revision of related school policies, e.g.:

- SEN policy
- Single Equality Scheme & Action Plan
- Equality Impact Assessment Template & Guidance
- Equality & Diversity Guidance for schools
- Guidance on Publishing of Equality Data for Schools
- Curriculum policies
- Behaviour
- Admissions
- Health & Safety

POLICY & PLAN MONITORING & REVIEW:

Implementation and effectiveness is monitored through Governing Board committees and reported to the Full Governing Board.

The Accessibility Policy and Plan will be reviewed every three years and approved by the Governing Board. At Greenfields, the review process has been delegated to the Business & Operations Committee of the Governing Board.

The next scheduled review is **September 2024**

Accessibility Action Plan 2023 – 2026

Increasing access and participation to the curriculum for pupils with a disability				
Objective	Current Good	Further Actions To Be Taken	Outcomes	Time Frame
Ensure the school curriculum is fully accessible to all pupils including those with a disability	Use of visual timetables Additional aids available e.g. pencil grips, coloured overlays. Specialist agencies visit regularly to support staff & pupils e.g. OTs, EdPsy, LCT	Distribute registration form at the beginning of each year to ensure data held in school is accurate and up-to-date regarding disability and medical needs Annual questionnaire to parents to gain their views. Ensure all staff have access to the information	Disability and Medical Registers are up-to- date Data gained is updated	Start of each academic year Ongoing
		Identify and address training needs of staff to understand and meet the needs of disabled pupils	Support staff and teachers receive appropriate training, including annual epi-pen and asthma training.	
		Provide specialist aids, equipment and ICT to promote disabled pupils' access to the curriculum	Disabled pupils have access to equipment appropriate to their needs.	
Ensure Health Care Plans and Risk Assessments enable children with disabilities to have full access as far as possible	Advice sought from specialist advisors where relevant EHCPs are used to create individual programmes of study	Parental and external advice sought as necessary including from specialists to input into EHCP & Risk Assessments Risk Assessments to ensure access to educational visits prior to visit	Children with disabilities access school trips, special events, after school clubs etc	Ongoing
Staff to be aware of Accessibility Plan and show that they are using it within their teaching and learning	Support for individuals and their personalised needs	Revisit Statement annually, share progress / outcomes with all staff.	Inclusion Statement, policy and practice permeates all aspects of the life and work of the school. Inclusion Statement is	Ongoing as documentation is reviewed



	identified in teachers planning	Review curriculum and other policies (in line with review cycle) to ensure they clearly define their role in promoting equality for all members of the school community.	reflected in all policy documentation	
To ensure any new pupils with identified need have full access to the curriculum	HT gains information about pupil from previous setting	HT to meet with parents/carers prior to start date to establish any adjustments etc which school may need to make	Equipment, resources etc are in place before start	Ongoing

Improve the availability and accessible information to disabled pupils

Objective	Current Good	Further Actions To Be Taken	Outcomes	Time Frame
School to be aware of services available for visually and hearing impaired children, and children with other disabilities	Pupils on roll receive support from specialist services e.g. OTs, EP, LCT	Access training to meet the needs of individual pupils when and where appropriate.	School aware of any special provision required to meet the needs of individual disabled pupils and others, and who to contact to access help, support and guidance; and relevant training and development	Ongoing

Improve the Delivery of Written Information				
Objective	Current Good	Further Actions To Be Taken	Outcomes	Time Frame
Availability of written material in alternative formats	Fortnightly newsletter emailed to parent/carers	<p>Improve availability of information for parents – display appropriate leaflets for parents to collect</p> <p>Key content published on school website</p> <p>Provided translated documents where appropriate</p>	All parent/carers will be up to date and well informed of school information	In place & ongoing
Ensure documents are accessible for pupils with visual impairment	Seek and act on advice from sensory support advisor on individual pupil requirements	<p>Use of magnifier where appropriate Ensure large, clear font used in documentation</p> <p>Loan a magnifier or other specialist equipment where necessary</p>	Pupils able to access all school documentation	In place & ongoing