

# Accessibility Plan

## St Agnes C of E Primary School



**Approved by:** Mr Chris Cartwright

**Date:**

**Last reviewed on:** September 2019

**Next review due by:** October 2020

## Accessibility Plan and Disability Equality Scheme 2017

**1. Guidance** The following publications will support schools in the design of their Accessibility Plan and Disability Equality Scheme.

**From the DfES** [www.teachernet.gov.uk](http://www.teachernet.gov.uk)

Implementing the DDA in schools and early years settings

Promoting Disability Equality in Schools

Search using the reference 0160-2006DOC-EN

Copies can also be obtained from

DfES Publications PO Box 5050

Sherwood Park

Annesley

Nottingham NG15 0DJ

Tel 0845 60 555 60

Fax 0845 60 333 60

Quoting 0160-2006DOC-EN

## 2. Disability Discrimination and Planning Duties.

### 2. Definition of Disability

The DDA defines a person with a disability as someone who has

*'a **physical or mental impairment** which has a **substantial and long term** adverse effect on his or her ability to carry out **normal day to day activities**'*

**Physical or mental impairments** *includes sensory impairment, learning disability, dyslexia, dyspraxia, autism, speech and language impairments, attention deficit and hyperactivity disorder, diabetes, epilepsy, those with or surviving cancer, HIV or multiple sclerosis where the effect of the pupil's ability to carry out normal day to day activities is adverse, substantial and long term.*

**Substantial** *means more than minor or trivial. Long term means has lasted or is likely to last more than twelve months.*

**Normal day to day activity** *is determined by the affect of the impairment on mobility, manual dexterity, physical co-ordination, continence, ability to lift, carry or move everyday objects, speech, hearing, or eyesight, memory or ability to concentrate, learn or understand, and the perception of risk of physical danger.*

**Disability and Special Educational Needs** *Most pupils who are in receipt of interventions, through School Action Plus and Statements of Special Educational Need will count as disabled. Not all pupils defined as disabled, such as those with severe asthma, arthritis or diabetes will have special educational needs but they will be defined as 'disabled' in terms of the DDA.*

*All pupils who exhibit challenging behaviours will not meet the requirement of the 'disability' definition. Pupils who, as a result of the SEN graduated response and assessment process, have been identified as having 'social, emotional and behavioural difficulties' will be included in the scope of the disability definition in terms of the DDA.*

## 3. Process for the production of a School's Accessibility Plan and Disability Equality Scheme

- Convene a working party to develop the Accessibility Plan and Disability Equality Scheme.
- Include a member of the SMT, the SENCo, the SEN Governor and ideally a parent, carer or close associate of the school who has a disability.
- Refer to the DfES publications which will assist in the clarification and understanding of issues associated with disability.

These materials will also be useful in supporting training.

- Follow the guidance, produce and implement the school's **Accessibility Plan and Disability Equality Scheme**.

The SEN and Disability Act (2001) extended the Disability Discrimination Act (1995) to cover education. Since September 2002, the Governing Body has had three key duties towards disabled pupils under Part 4 of the DDA:

- Not to treat disabled pupils **less favourably** for a reason related to their disability.
- To make **reasonable adjustments** for disabled pupils, so that they are not at a substantial disadvantage.
- To plan to **increase access** to education for disabled pupils.

**This duty requires schools** to produce an **Accessibility Plan** that identifies the action the schools intends to take over a three year period to increase access for those with a disability in three key areas, which is published and evaluated annually.

The three areas are:

- Increasing the extent to which disabled pupils are able to participate in the school **curriculum**.
- Improving the **environment** of the school to increase the extent to which disabled pupils are able to take advantage of education and associated services.
- Improving the delivery to disabled pupils **of information which is provided in writing** for pupils who are not disabled.
  
- In addition, the Disability Equality Duty (2006) required all schools to:
- Eliminate **discrimination** that is unlawful under the DDA, including challenging inappropriate language/ name-calling witnessed in school in the same way that racial or homophobic behaviour is not tolerated.
- Eliminate **harassment** of those with a disability.
- Promote **positive attitudes** towards disabled persons.
- Encourage **participation** by disabled individuals.
- Take steps to take account of disabilities even if this involves treating disabled persons **more favourably**.
- **In furtherance of this duty school has**
- Involved those with a disability in producing a Disability Equality Scheme (DES) and Action Plan.
- Published the DES/Action Plan.
- Demonstrated school has taken action identified to achieve outcomes. (refer to action plan)
- Arranged to report on progress, review and revise the DES/AP annually.

#### **1A: The purpose and direction of the school's plan: vision and values**

**St Agnes Primary school has high ambitions for all its pupils and expects them to participate in, contribute to and achieve in all aspects of school life.**

St Agnes Primary School is committed to equal opportunities as determined by the National Inclusion Statement and supports those aims to:

- Set suitable learning opportunities
- Respond to pupils' diverse needs
- Overcome potential barriers to learning and assessment for individuals and groups of pupils. The School's mission statement is '**Learning Together in God's Love**'

#### **1B: Information from pupil data and school audit**

St Agnes School has 17 pupils, with the most prevalent needs (SEN Support) of which 2 are EHCP children (an additional 3 and possibly 4 EHCPs are pending).

Schools strengths are:

We are a very inclusive school and endeavour to make all reasonable adjustments despite a building that does make access difficult. We operate an 'open door' approachable policy and are happy to discuss the needs of families who may find access difficult. We are proactive in continuing the professional development of staff in addressing the needs of our SEN pupils.

There are some areas for development as identified in our SEN action plan.

### **1C: Views of those consulted during the development of the plan**

The plan was put in place following a meeting and consultation, taking into account the views and aspirations of disabled pupils, employees, volunteers and parents. We also considered other disabled people, their advocates and/or voluntary organizations who may come into contact with school. In addition, we considered the views and expertise of external partners, for example: speech and language specialists, educational psychologists.

Consultation was organized in a way that was accessible to the particular groups who were being consulted.

The SENCO meets with the SEN governor *termly* to update on all SEND matters in school and discuss ratifications to policies.

**2A: Increasing the extent to which disabled pupils can participate in the school curriculum.** This needs to evaluate:

- The impact the delivered curriculum has upon pupils with disabilities.
- The effectiveness of short term planning in identifying the range of reasonable adjustments being made.
- The appropriate deployment of adult and peer support, including at unstructured times.
- How the curriculum supports awareness of and positive attitudes towards, disability.
- Effective access to specialist advice and support.

*We do this by:*

Person Centred reviews are carried out for individual pupils three times a year (with SENCO present at all EHCP meetings) and we also meet with parents on Progress evenings in October and February. All staff monitor the progression of children against their targets closely and regularly using the non-negotiable National Curriculum statements. Staff monitor their whole class through the tracking data and are clear on the graduated response; and when they should involve the SENCO with concerns. This is outlined in the SEND policy and on the school website, in the SEND Information Report. Strategic planning meetings are held annually with QEST (Quality Effectiveness Support Team) to identify areas for development and where we need support. We then 'buy in' 4 days support from QEST and/or the Educational Psychology service to enable us to get specialist advice and support for our pupils. The SENCO contacts other outside agencies when specific support is required- for example, Educational Psychologists, Speech and Language Therapists, medical professionals such as Occupational Therapy, Social Services, the School Health Advisor and so on.

### **2B: Improving the physical environment of the school.**

Attention may be paid to:

- Improvements to lighting, signage, colour contrast, the acoustic environment, floor coverings.
- Improvements to toilets, washing and changing facilities.
- The provision of particular furniture and equipment to improve access – this has been prioritized in the SEN budget.

Staff re-visit 'barriers to learning' as part of their continued professional development through staff meetings and seeking the advice of the SENCO on specific difficulties. We strive to overcome these barriers and regularly review our practices. We support our most vulnerable children through access to lunchtime supervision, enabling all children to have a 'safe and sensible' lunchtime during which they are developing life skills, social skills and working on physical difficulties they may have. Last year, all staff were trained on Team Teach. Staff also had training on 'the inclusive classroom' expectations. All classrooms use dyslexia friendly strategies and creatively use these to improve access for all.

## Access to the Curriculum

Objective	What	Who/How	When	Outcome	Completed
To ensure all teachers are following SEN policy in the light of current needs.	All teachers need to ensure that they are using Quality First Teaching; setting, monitoring and evaluating appropriate targets on Structured conversations for all children on the SEN and AFA register and liaising with outside agencies and parents as required.	Continual training of staff in order to remove all barriers to learning. Monitor by SENCO	Ongoing	Needs of SEN pupils are appropriately met in terms of the school curriculum.	Policy has been reviewed and updated and agreed by School Governing Body (October 2019). All staff have been provided with a copy of SEN policy and acknowledged contents. Learning walks are carried out on a regular basis to by HT and SENCO to monitor standard of provision for SEN pupils.
Ensure compliance with DDA and SEN Code of Practice	Staff and governors informed of requirements and obligations of the DDA and Accessibility Plan shared with personnel.	Staff and governors meetings/training.	Ongoing	All personnel aware of requirements	

Greater awareness of and confidence in differentiating work to meet the needs of children with SEND	Identify areas where knowledge and skills base needs to be extended	SENCO to investigate what areas of training are required. HT & SENCO to carry out or arrange relevant training in line with current needs of pupils.	Ongoing. Initial meeting to plan for academic year takes place each September, following intake of children.	More highly trained staff in this area. Better access to the curriculum for all children.	Meeting took place in September 2019, and follow up meetings take place each term. A variety of training has been identified and appropriate staff have undertaken the training. Training undertaken by SENCO is cascaded to staff at weekly staff meetings as relevant.
To update and review the accessibility plan on an annual basis.	Carry out an audit of the plan	Review plan and liaise with HT & SENCO for an update on current children with disabilities.	Review in July at end of academic year, in time for new school year.	Plan evaluated and new actions added where identified.	
To ensure that all children regardless of any physical or mental impairment have full access to an appropriate curriculum	Curriculum in accordance with the SEN Policy and successful wave 1,2 and 3 intervention.	HT & SENCO to ensure that differentiation is in place in accordance with SEN policy and monitor intervention. Training for all staff in effective differentiation and relevant staff for	Ongoing	Better access to the curriculum for all children regardless of impairment. Children able to access all aspects of the curriculum	

		support programmes. SENCO to monitor and obtain appropriate evidence.			
Training for staff in the identification of and teaching children with ASD and other specific learning difficulties	All staff are familiar with the criteria for identifying specific needs and how best to support these children in the classroom.	Outreach provision from external agencies. All staff attend appropriate training	Ongoing	Children with ASD are successfully included in all aspects of school life.	All staff completed Level 1 ASD training. 2 members of staff have completed additional ASD training. Access to IDP materials in school with Senco support on using them. Whole school Dyscalculia training delivered by Senco.
All extra curricular activities are planned to ensure they are accessible to all children.	Review all out-of-school provision to ensure compliance with legislation	All teachers. Class Teachers to consider all trips/activities at planning stage and make arrangements/adjustments to allow children with SEND to access/take part as appropriate. Additional support for trip planning available from EVC (Deputy Head). Further Risk Assessments put in place for specific pupils as required.	Ongoing	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements. Increase in access to all school activities for all pupils.	Specific Risk Assessments carried out to accommodate SEBD child at sports tournaments after school.

Review TA deployment	In review meetings with teaching assistants establish when they are available to support children.	Executive Headteacher and SENCO to review deployment annually and as required throughout the year.	Reviewed annually in July, with flexibility as need arises throughout the year.	Adult support is available during key times that individual children may need support i.e. lunchtimes, PE lessons, extra curricular activities. Children who need individual adult support to participate in some activities have access to this support.	
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### Access to the Physical Environment

Overall, the school has good access for pupils, staff and parents. The school building is mainly on one level. Access to the school hall accessible via the outside door. Access to the main building has a ramp, however immediate access to Class 1 is via 4 steps. Access to Class 2 is via 3 steps. In the outdoor environment, playgrounds are not on an even level and risk assessments would need to be put in place for disabled access. Within the school building there is one disabled access toilet. Corridors and doors are all wide enough to allow wheelchair access, as is the entrance to the hall. The main entrance is accessible via steps and therefore to enter the building disabled access would have to be via the hall. Entrances for pupils are all via a level surface or ramped access. 2 of 4 fire exit doors are restricted by steps, and alternative exits are located close by.

Objective	What	Who/How	When	Outcome	Completed
Ensure compliance with DDA and code of Practice	Staff and governors informed of requirements and obligations of the DDA and Accessibility Plan shared with personnel. Building is compliant with the requirements of the DDA.	All staff/governors to be made aware at training sessions as required. SBM to ensure building compliance.	On-going	All personnel aware of requirements and obligations	
To update and review the accessibility plan on an annual basis.	Carry out an audit of the plan	Review plan and liaise with EHT & SENCO for an update on current children with disabilities.	Annually in September	Plan Review Annually	

Classrooms are optimally organised to promote the participation and independence of all pupils.	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases. Use of visual timetables across the school.	Class Teachers to review classroom layout annually for September in line with requirements of new class. Adjustments made as required throughout the year.	Annually at end of summer term/start of Autumn term.	Lessons start on time without the need to make adjustments to accommodate the needs of individual pupils. Children have ready access to a range of resources to support their learning.	Set of Learning Environment standards have been drawn up for the school. Learning walks are carried out regularly to review classroom environments. The SMT has been working with individual teachers to organise classroom resources and make better use of space.
To ensure that both areas inside and outside conform to the H&S guidelines	To assess any high risk areas and carry out appropriate risk assessments, working to bring them up to an acceptable level.	LA representatives, head, staff, caretaker and governors to carry out risk assessments	When required	Risk assessments carried out on all areas of the building as appropriate. This is an ongoing activity as it is responding to particular needs as and when they arise e.g risk assessment, personal plans.	Hall, office, toilets, entrance and staffroom have been changed over the summer to comply with DDA requirements and HandS guidelines.

## Access to information

Objective	What	Who/How	When	Outcome	Completed
Ensure compliance with DDA and code of Practice	Staff and governors informed of requirements and obligations of the DDA and Accessibility Plan shared with personnel.	Staff and governors meetings	Ongoing	All personnel aware of requirements	
Availability of written material in alternative formats	The school will be able to provide written information in different formats when required for individual purposes. Make available school prospectus, school newsletters and other information for parents in alternative formats.	The school will make itself aware of the services available through the LEA for converting written information into alternative formats. Review all current school publications and promote the availability in different formats for those that require it.	Ongoing / As required.	Delivery of information to pupils and parents/carers improved. All school information available for all.	Some letters have been translated into Chinese to enable parents to receive key messages.

The school website contains information that is useful and accessible to parents.	School information published on school website and updated regularly. Information presented in a way that is clear and easy to understand.	SLT to review website and update content.	Ongoing	Delivery of school information to parents and the local community improved.	
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### Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.

All data will be handled in accordance with the school's Data Protection Policy.

Data Audit For This Policy					
What ?	Probable Content	Why ?	Who ?	Where ?	When ?
Registration / Admissions Data	Name D.O.B. Address Telephone Medical Issues Parental Details	Well-Being of Your Child  Communication	All Staff (Where Necessary)	Initially Completed On Paper Then Entered Onto School's Information Management System  Paper Version is Shredded	Held On File Throughout Child's Time At School  Passed Onto New School When Moving  Computer Retains Copy of Records in 'Archive'

As such, our assessment is that this policy :

<b>Has Few / No Data Compliance Requirements</b>	<b>Has A Moderate Level of Data Compliance Requirements</b>	<b>Has a High Level Of Data Compliance Requirements</b>
✓		