



# DISABILITY AND ACCESSIBILITY PLAN

Approved: June 2016

Review Date: June 2019



*“What you are is God’s gift  
to you, what you become  
is your gift to God”*

## OVERVIEW

Under the provisions of the Equality Act 2010 this school recognises the need to provide adequate resources for implementing an accessibility plan and we will ensure that the plan reflects our Disability, SEN and Single Equality Policies. In line with those policies we will take the necessary steps to ensure that every young person, their families and also employees are given equality of opportunity to develop socially, work, participate and learn and to enjoy community life.

## OBJECTIVES

1. Increase the extent to which SEN and disabled pupils can participate in the curriculum
2. Improve the physical environment of school to enable SEN and disabled pupils to take better advantage of education, benefits, facilities and services provided, and
3. Improve the availability of accessible information to SEN and disabled pupils

## STRATEGY

1. The school will identify the nature of the school population including pupils already in school and moving through it and the nature of the future intake using advance information from pre-school/primary school etc)
2. The school will audit of the school's strengths and weaknesses in working with disabled pupils to include, the level of staff awareness of Equalities legislation; areas of the curriculum to which disabled pupils might have limited or no access.
3. The school will review the opportunities for the participation of disabled pupils in after school clubs and school visits
4. The school will review the building and identify parts of the school to which disabled pupils have no or limited access.
5. The school will consider the impact on disabled pupils of the way the school is organised, for example, school policies and practices around the administration of medicines and the physical environment of the school
6. The school will review the ways in which information is currently provided for disabled pupils
7. The school will report its findings to key stakeholders without breaching confidentiality.
8. The plan will be informed by the views and aspirations of disabled pupils themselves their families and the priorities of the local authority

## OVERVIEW | THE PLAN

The access plan will be very specific to this school based on the information gathered and consultation results. The plan will address the three areas of improving access to:

1. The physical environment.
2. Access to education, benefits, facilities and services.
3. Access to information usually provided in written form, and it will set out strategies for
4. Funding, monitoring, evaluating and reviewing the plan

# AUDIT

The school will use the following audit to assess its strengths and areas for development and then to plan the changes that it needs to make

## PART 1 | PHYSICAL ENVIRONMENT

### a. Toilet, Changing and Personal Care Facilities

|  |  |
|--|--|
| 1. Is there an accessible toilet facility that is large enough to accommodate a toilet and washbasin, bed, hoist and space for child, wheelchair and up to two adults? | Yes  |
| 2. Do we have private and well-equipped areas for personal care and showering? Is there space for space for child, wheelchair and up to two adults?                    | Yes but no shower. Current facilities appropriate for current users. |
| 3. Is there a toilet cubicle that is slightly larger than average with handrails.  | Yes  |
| 4. Is there a medical room where necessary treatment and therapy can be carried out in private?  | Yes  |
| 5. Do job descriptions for new support staff ensure that meeting the medical needs of disabled pupils is included?   | Yes. But all JDs need reviewing                                      |
| 6. Is there a policy and strategy for the safe keeping and administration of medicines?  | Yes  |
| 7. Is there a known emergency response strategy in care of a medical emergency and are staff adequately trained in first aid in line with the statutory requirements?  | Yes  |
| 8. Are urgent contact lists up to date and accessible in an emergency?   | Yes  |

### b. Physical Accessibility

|  |   |
|--|---|
| 1. Upper floors – are areas accessed by steps. Do we have upper floors or areas accessed by steps? Have we assess the implications of physically disabled pupils accessing them?   | Upper ground floor accessible by lift. Two small rooms on the first floor (above Y4) not accessible by a lift. This is an old building and the stairs are too narrow for a lift. Staff awareness when planning tasks. |
| 2. Lifts – If we have lifts is there an alternative method of returning the pupil to the ground floor in case of emergency, fire or lift failure?  | Yes. Fire exits on lower ground and upper ground floors.  |
| 3. 'Evac' type chairs – where we have stairs or steps do we need 'Evac' chairs and are staff trained to use them? Do we have clearly identified in the plans for individual pupils and in the general evacuation procedures for disabled visitors? | No 'evac' type chairs at the moment. This is to be reviewed. Review general evacuation plans for disabled pupils and visitors.  |
| 4. If we have upper floors or steps but no physically disabled pupils currently, have we made plans for potential pupils in line with our 'anticipatory duty'?   | Yes   |
| 5. Many physically disabled pupils are using powered wheelchairs which can be quite large. Is there any older accessible equipment may too small for modern larger wheelchairs? E.g. older lifts and toilets.                                      | No  |
| 6. Does the school need to plan to improve access for power chair users in accessing the school site? e.g. gardens, nature trails, ponds etc.  | No  |
| 7. Are there allocated parking spaces for the parents of disabled pupils and do we ensure that the space is not used inappropriately, or blocked by other vehicles?  | Yes (parish car park)   |
| 8. Is the access into school from the parking space level with no obstacles?   | Yes   |
| 9. Are there any heavy doors, sharp narrow turns and cluttered corridors that might be barriers to access? Where classroom space is tight, have adjustments been made to classroom layout in order to facilitate access?                           | Classroom furniture to be arranged better to accommodate wheelchair users.  |
| 10. Will some disabled pupils need specialist furniture in order to access the curriculum? (Schools have a responsibility to provide auxiliary aids and services for disabled pupils and this can include specialist equipment).                   | Specialist equipment in place.  |
| 11. Is the school aware of any existing support to purchase any necessary equipment ?  | Yes   |

## PART 2 | ACCESS TO THE CURRICULUM AND LEARNING

|  |  |
|--|--|
| 1. Are all areas of the curriculum available to pupils regardless of their disability?   | Yes  |
| 2. Where an activity cannot be made accessible or would be inappropriate is an alternative activity planned for?   | Yes  |
| 3. When we plan to improve access to the curriculum have we identified any reasonable adjustments needed to offer an equality of opportunity.  | Yes  |
| 4. Do we offer and plan specific staff training which will improve access to the curriculum to overcome the impairments of our disabled pupils.  | Yes  |
| 5. Do we have plans and allocated funds for purchasing specialist equipment that will increase access to the curriculum for disabled pupils? E.g plans to purchase more books with large print, writing slopes and pencil grips, or adjustable desks and chairs. | Yes  |
| 6. During our monitoring evaluation and review strategy for classroom observation do we review of the participation of disabled pupils during lessons and use observations to inform future developments in inclusion?   | Yes  |
| 7. Access to school visits can be problematic for some disabled pupils. Do we keep the school's visits policy under review and use accessible venues and transport providers?  | The policy is in place but needs reviewing   |
| 8. Are the school minibuses accessible for pupils with mobility difficulties especially if they are wheelchair users? Will it be more cost effective to plan to have their own accessible transport for the future rather than using private providers?          | Coaches are used with appropriate features / facilities  |
| 9. Are the needs of pupils with hearing and visual impairment considered – hearing loops in classrooms, large print texts, ICT equipment and computers?  | No current pupils with visual or hearing impairments. However, funds are available to purchase equipment when / if needed. |

## PART 3 | ACCESS TO WRITTEN INFORMATION

|  |  |
|--|--|
| 1. Are there plans in place to investigate and provide symbol software to support learners with reading difficulties?    | Already in place.  |
| 2. Are we proactive increasing staff awareness of font size and page layouts to support pupils with visual impairments?  | This does happen but more technology training needed for staff |
| 3. Has the school library been audited to ensure the availability of large font and easy read texts will improve access? | Yes  |
| 4. Has the signage around the school been audited to ensure that is accessible to all?                                   | Another audit planned  |

NB - The definition of disability under the law is a wide one.

- A disabled person is someone who has a physical or mental impairment that has an adverse, substantial and long term effect on their ability to carry out normal day to day activities.
- The definition includes people with a Hearing or Visual Impairment, Cerebral Palsy, Muscular Dystrophy, mental health issues and incontinence. People with ADHD, Autistic Spectrum Disorder, Downs Syndrome and Hydrocephalus are included. Medical conditions such as Cystic Fibrosis, severe Asthma, Diabetes, Cancer, Multiple Sclerosis, Epilepsy, Sickle Cell Anaemia and HIV are deemed disabilities. Facial disfigurement, severe Dyslexia, gross obesity and diagnosed eating disorders are all included.
- If a person has been disabled in the past (for example, cancer recoverers and people with a history of mental illness) they are still covered by the legislation for the rest of their life.

# ACCESS PLAN

## PART 1 | PHYSICAL ENVIRONMENT

### a. Toilet, Changing and Personal Care Facilities

| Areas For Improvement | Intended Outcomes  | Actions  | Resources   | Time Scale | Lead | Monitored Evaluated and Reviewed By | Progress Report to Governors |
|-----------------------|--|--|-------------|------------|------|-------------------------------------|------------------------------|
| Job Descriptions      | Job descriptions for all support staff ensure that meeting the medical needs of disabled pupils is included. | <ul style="list-style-type: none"> <li>Review all current JDs as well as future JDs to ensure needs are covered. Enhance JDs if necessary and re-issue.</li> </ul>   | None        | Jul. 18    | TC   | Resources Committee                 |                              |
| Shower Room           | Full washing facilities available for users with a disability.   | <ul style="list-style-type: none"> <li>Investigate an accessible location where a shower room could be installed.</li> <li>Create shower room.</li> <li>Ensure shower room is published and appropriate signage is in place</li> </ul> | Shower room | Jul. 18    | TC   | Resources Committee                 |                              |

### b. Physical Accessibility

| Areas For Improvement           | Intended Outcomes  | Actions   | Resources       | Time Scale | Lead                  | Monitored Evaluated and Reviewed By | Progress Report to Governors |
|---------------------------------|--|---|-----------------|------------|-----------------------|-------------------------------------|------------------------------|
| First floor access – no access. | Increase staff awareness - Upstairs rooms not to be relied upon by staff. There always needs to be an alternative. | <ul style="list-style-type: none"> <li>Make staff aware that there is no disabled access to the upstairs rooms.</li> <li>Ensure staff always have an alternative room to use to avoid children being split up from their peers.</li> </ul>                        | None            | Jun. 18    | TC                    | Resources Committee                 |                              |
| Evac chairs                     | Evac chairs available and accessible for children, visitors and staff.   | <ul style="list-style-type: none"> <li>Review current evacuation procedures for children disabled.</li> <li>Investigate use of evac chairs to see if they would speed up evacuation.</li> <li>Purchase (if necessary) and provide training and signage</li> </ul> | Evac chair      | Oct. 18    | TC / CB               | Resources Committee                 |                              |
| Space / Mobility in classrooms  | Classroom furniture purchased and arranged better to accommodate wheelchair users.                                 | <ul style="list-style-type: none"> <li>A review of each room to take place</li> <li>Plan of each classroom created with class staff showing options for room arrangements</li> </ul>  | Classroom plans | Nov. 18    | TC / Teachers / SENCo | Resources Committee                 |                              |

| Areas For Improvement | Intended Outcomes | Actions   | Resources              | Time Scale | Lead | Monitored Evaluated and Reviewed By | Progress Report to Governors |
|-----------------------|-------------------|---|------------------------|------------|------|-------------------------------------|------------------------------|
|                       |                   | <ul style="list-style-type: none"> <li>No other arrangements of furniture permitted</li> <li>All options will ensure wheelchair users have clear routes / access / mobility around all rooms</li> </ul> | New FS / KS1 furniture |            |      |                                     |                              |

## PART 2 | ACCESS TO THE CURRICULUM AND LEARNING

| Areas For Improvement   | Intended Outcomes   | Actions  | Resources | Time Scale | Lead | Monitored Evaluated and Reviewed By | Progress Report to Governors |
|-------------------------|---|--|-----------|------------|------|-------------------------------------|------------------------------|
| Access to school visits | To have an effective school visits policy which ensures school uses accessible venues and transport providers according to the needs of children / staff. | <ul style="list-style-type: none"> <li>Review current policy and update / rewrite</li> <li>Within policy, there should be a list of accessible venues and transport providers</li> <li>The policy should also make it clear the circumstances under which NON- accessible venues can be used (checklist needed)</li> </ul> | None      | Jan.18     | TC   | Resources Committee                 |                              |

## PART 3 | ACCESS TO WRITTEN INFORMATION

| Areas For Improvement                       | Intended Outcomes  | Actions   | Resources   | Time Scale | Lead | Monitored Evaluated and Reviewed By | Progress Report to Governors |
|---|--|---|-------------|------------|------|-------------------------------------|------------------------------|
| Access for children with visual impairments | All staff are aware of font size and page layouts to support pupils with visual impairments. They have the technical skill and resources to provide the support. | <ul style="list-style-type: none"> <li>Staff skills audited</li> <li>Need audited</li> <li>Training provided</li> <li>Resources purchased</li> <li>Strategies included on Personal Support Plans / EHC Plans</li> </ul> | IT software | Sept. 18   | RD   | Resources Committee                 |                              |