

St. Joseph's Catholic Primary School

Accessibility Plan 2016 - 2019

1. Introduction

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that 'schools cannot unlawfully orientate'. According to the Equality Act 2010 a person has a disability if:

- a) He/she has a physical or mental impairment
- b) The impairment has a substantial and long term adverse effect on the ability to carry out normal day to day activities.

The Accessibility Plan is a statutory document of the Department for Education's guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body.

- 1) At St. Joseph's we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for lifelong learning. We believe that children should feel happy, safe and valued so that they can develop a respectful, caring attitude towards each other and the environment. This plan has been developed through information from the Local Authority,

school council, parents, staff and governors of the school. The intention is to provide a projected plan for a three year period ahead of the next review date.

- 2) The Accessibility Plan is structured to complement and support the school's equality objectives and will be published on the school website.

- 3) St. Joseph's is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

- 4) The Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as are able bodied pupils. This covers

teaching and learning and the wider curriculum of the school ie, after school clubs, school visits etc. It also covers the provision of specialist aids and equipment which may assist these pupils in accessing the curriculum.

- Improve and maintain access to the physical environment of the school adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe.
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities, for example, newsletters, pupils books etc, the information should be made available in various preferred formats within a reasonable timeframe.

5) This Accessibility Plan relates to the key aspects of the physical environment, curriculum and written information.

6) Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

7) This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Asset Management Plan
- Behaviour Policy
- Curriculum Policy
- Critical Incident Support Plan

- Equal Opportunities Policy
- Health and Safety Policy
- Equality Plan
- School Prospectus
- School Improvement Plan
- Special Educational Needs Policy
- SEND Information Report

8) The Accessibility Plan for physical accessibility relates to the Access Audit of the school, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the on-going period.

9) Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

10) The Accessibility Plan will be published on the school website.

- 11) The Accessibility Plan will be monitored through the Governor Finance Committee.
- 12) The school will work in partnership with the Local Authority in developing and implementing the Accessibility Plan.
- 13) The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

Aims and Objectives

Our aims are:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils

Current good practice

We aim to ask about any disability or health conditions in early communications with new parents and carers. For parents and carers of children already at the school, we collect information on disability as part of information gathering using contact forms and these are reviewed yearly , but may be updated by parents if any issues arise.

Physical Environment

Disabled pupils participate in extra-curricular activities. Some aspects of these activities may present particular challenges eg, lunch and break times, after school clubs, school trips for pupils with social/emotional difficulties, physical needs and medical conditions. The school is accessible for all disabled pupils.

Curriculum

The curriculum is fully accessible to disabled pupils. Some areas of the curriculum present challenges for disabled pupils eg, PE, technology etc. Other issues may affect the participation of disabled pupils eg, peer relationships, administration of medicines, provision of personal care, the presence or lack of role models or images of disabled role models.

Information

Different forms of communication are available to enable all disabled pupils to express their views and to hear the views of others. Access to information is planned with a range of different formats for disabled pupils, parents and staff. This is achieved by the use of colour overlays, newsheet printed on coloured paper and the use of a sign language interpreter.

Access Audit

- The school is a single storey building with standard sized corridors.
- Emergency signage and fire exits routes are clearly marked.
- Every classroom apart from Year 1 has access points to outdoors.
- There are double doors onto the playground accessible through infant and junior cloakrooms and from the Reception classroom

- Doors into the hall are also double openers.
- There is a ramp onto the playgrounds from the double doors.
- There is one designated disabled parking bay on the car park.
- There is one disabled toilet.

Management, coordination and implementation

- We will consult with experts when new situations regarding pupils with disabilities are experienced.
- The Governors and Senior Leadership Team will work closely with the Local Authority and Diocese.

Action Plan

Aim 1: To increase the extent to which disabled pupils can participate in the school curriculum.

Our key objective is to reduce and eliminate barriers to access to the curriculum and to ensure full participation in the school community for pupils, and prospective pupils, with a disability.

Short term plan

Our key objective is to reduce and eliminate barriers to access to the curriculum and to ensure full participation in the school community for pupils, and prospective pupils, with a disability.

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To liaise with Nursery staff to review 2017/2018 intake.	To identify pupils who may need additional to or different provision for 2017/2018 intake.	January 2017	HT CT SENCO EYFS coordinator	Procedures and equipment in place by autumn, spring or summer term.
To liaise with Reception staff to review intake for 2017/2018	To identify pupils who may need additional to or different provision for 2017/2018 intake	January 2017	HT CT SENCO EYFS coordinator	Procedures and equipment in place by September 2017
To review all statutory policies to ensure they reflect inclusive practice	To comply with the Equality Act 2010	Ongoing 2016/2017	HT All subject leaders	All policies clearly reflect inclusive practice and procedures

and procedure				
To establish close liaison with parents	To ensure collaboration and sharing between school and families	Ongoing throughout 2016/2017	HT All teachers	Clear and productive collaborative working approach
To ensure full access to the curriculum for all children	Advice from specialist teachers and advisors CPD for staff Differentiated curriculum Use of P levels to assist learning development Use of ICT to support learning Use of specific equipment if necessary	Ongoing	HT Teachers SENCO Outside agencies/advisors	Advice taken and acted upon evident in classroom practice All children with disabilities are supported in order to achieve their full potential

Medium term plan

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To analyse SEN pupils data	SENCO/ CT to analyse data and discuss progress and attainment at pupil progress meetings. Termly meetings with SEN pupils' parents	Termly	CT SENCO HT	Achievement of termly targets Provision mapping identifying support Data charts showing progress made
To analyse data of pupils on disability list	SENCO/ CT to analyse data and discuss progress and attainment at pupil progress meetings. Termly meetings with parents	Termly	CT SENCO HT	Achievement of termly targets Provision mapping identifying support Data charts showing progress made

<p>To analyse data of able and gifted and talented pupils</p>	<p>SENCO/ CT to analyse data and discuss progress and attainment at pupil progress meetings.</p> <p>Termly meetings with' parents</p>	<p>Termly</p>	<p>CT SENCO HT</p>	<p>Achievement of termly targets</p> <p>Data charts showing progress made achieving above average results</p>
<p>To promote the involvement of disabled pupils in classroom activities</p> <p>To take account of variety of learning styles when teaching</p>	<p>Within the curriculum the school aims to provide full access to all aspects by providing (where appropriate)</p> <ul style="list-style-type: none"> • Wheelchair access • Screen magnifiers for visually impaired pupils • Training for staff • Ensuring appropriate resources are available to enable 	<p>Ongoing</p>	<p>Whole school approach</p>	<p>Variety of learning styles and multi sensory activities evident in planning and in the classroom</p> <p>Ensuring that the needs of all disabled pupils, parents and staff are represented within the school</p>

	<p>disabled pupils to participate successfully in lessons</p> <ul style="list-style-type: none"> • Creating positive images of disability within the school 			
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Long term

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To evaluate and review the above short and medium term targets annually	See above	Annually	SLT, Coordinators Governors	All children are making good progress
To deliver findings of evaluation to Governing Body	Finance and Premises and Curriculum Governors meetings	Annually Termly SENCO/Governor meetings	SENCO SLT/SEN Governor	Governors fully informed about SEN provision and progress

Aim 2: To improve the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services.

Short Term Plan

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To improve physical environment of the school	The school will take account of the needs of pupils, visitors and staff with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments.	On-going	SLT Governors	Enabling needs to be met where possible
Ensure a visually stimulating environment for all pupils	Colourful and relevant displays around the school and in classrooms	On-going	Teachers TAs	Colourful and relevant environment maintained and developed

<p>Ensure all with a disability are able to be involved</p>	<ul style="list-style-type: none"> • Create access plans for individual disabled pupils • Ensure any disabled staff and governors needs are met in school and meetings 	<p>Immediate effect to be continually reviewed</p>	<p>SLT Governors All staff</p>	<p>Enabling needs to be met where possible</p>
	<ul style="list-style-type: none"> • Ensure any disabled parents/carers needs are met so they can access all events • Book interpreter for hearing impaired parents for access to parents evening 			

<p>Ensure that all the medical needs of all pupils are met fully within the capability of the school</p>	<p>To complete health care plans liaising with external agencies</p> <p>Identify training needs</p> <p>Establish competent people to administer/supervise the taking of medication</p>	<p>With immediate effect and continually reviewed</p>	<p>HT</p> <p>SENCO</p> <p>Outside agencies</p> <p>Competent people</p>	<p>All pupils medical needs are continually met</p>
<p>Ensuring disabled parents have every opportunity to be involved</p>	<ul style="list-style-type: none"> • Utilise disabled parking bay to drop off and collect children • Arrange interpreters to communicate with deaf parents • Offer a telephone call to explain letters home for some parents who need this • Adopt a proactive 	<p>With immediate effect to be continually reviewed</p>	<p>Whole school team</p>	<p>To ensure disabled parents are not discriminated against.</p>

	approach to identify access requirements of disabled parents			
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Medium Term

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To improve community links	School to continue to have strong links with St. Joseph's parish, St. Thomas More secondary school other local primary schools and Catholic schools	On going	SLT All staff Governors	Improved awareness of disabilities and the wider community. Improved community cohesion
Targets	Strategies	Timescale	Responsibilities	Success Criteria

To ensure driveway, roads and paths around school are as safe as possible	Communication with staff and parents Health and safety walk Bike ability for year 6	On going	HT Governors All staff	No accidents
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Aim 3: To improve the delivery of information to disabled pupils and parents

Short Term Plan

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To include parents with hearing impairment	Telephone text system Interpreter for parents evening	Ongoing	Office staff Class teacher	Improved communication and parents fully included in school activities

<p>To ensure all pupils with a disability or special educational need have full access to the curriculum</p>	<p>Regular parental communication</p> <p>Individualise multi-sensory teaching strategies if required</p>	<p>Ongoing</p>	<p>All staff to be aware</p>	<p>All pupils with a disability or special educational need are able to access the curriculum</p>
<p>To enable improved access to written information for pupils, parents and visitors</p>	<p>Catch up literacy to support learners with reading difficulties</p> <p>Increased</p>			

Short term

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To deliver information to parents with hearing impairment	Regular communication with parents via text or specialist phone Interpreter provided for parent' evenings and reviews if necessary Pupil to communicate if necessary through signing to parents	Ongoing	CT SMT	Parents are fully included in the school life and have access to information
To ensure all children who have a disability have access to the curriculum	Regular parental communication Individualised multi-sensory teaching strategies Health care plans	Ongoing	All staff to be aware	All children who have a disability are able to access the curriculum

<p>To enable improved access to written information for pupils, parents and visitors</p>	<p>Raising awareness of font size, print layout and colour of paper</p> <p>Auditing signage around school to ensure accessible to all</p> <p>Auditing the school library to ensure the availability of large font and easy read texts that will improve access</p>	<p>Ongoing</p>	<p>All staff</p>	<p>Improved access to written information around the school</p>
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Medium term

Targets	Strategies	Timescale	Responsibilities	Success Criteria
<p>To review children's records ensuring school's awareness of any disabilities</p>	<p>Information collected about children</p> <ul style="list-style-type: none"> • records passed to relevant staff • Transition meetings • Termly review meetings • Annual review meetings • Medical forms updated • Individual health care plans 	<p>Ongoing</p>	<p>All staff</p>	<p>Each staff member is aware of disabilities of children in their care</p>

Long term

Targets	Strategies	Timescale	Responsibilities	Success Criteria
In school record system to be reviewed and improved where necessary	Review record keeping system	Continual review and improvement	SMT SENCO	Effective communication of information about disabilities throughout the school