



# ACCESSIBILITY PLAN

At Kellington Primary School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

## **Equality Act 2010**

Specifically in Schedule 10, relating to Disability which states that *"a person has a disability if:*

- (a) He or she has a physical or mental impairment, and*
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.*

And the general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it

The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

## **Definition of special educational needs**

In this policy, 'special educational needs' refers to a learning difficulty that requires special educational provision.

The SEND Code of Practice 0 to 25 Years (DfE, 2014) says children have a learning difficulty or disability if they:

- have significantly greater difficulty in learning than the majority of children of the same age; or
- have a disability which prevents or hinders them from making use of facilities of a kind generally provided for children of the same age in mainstream schools or post-16 institutions; and

- are under compulsory school age and are likely to fall within either of the definitions above when they reach compulsory school age or would do so if special educational provision was not made for them.

Children must not be regarded as having a learning difficulty solely because the language or form of language of their home is different from the language in which they will be taught.

### **Definition of special educational provision**

For children aged two years or older, this is educational provision additional to, or otherwise different from, the educational provision normally available to pupils of the same age.

### **Public Sector Equality Duties**

A single Public Sector Equality Duty was introduced in April 2011 which applies to public bodies including maintained schools and academies and extends to certain Protected Characteristics (including disability). This combined equality duty requires public bodies to:

- Eliminate discrimination and other conduct which are prohibited under the Act.
- Advance equality of opportunity between people who share a Protected Characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a Protected Characteristic and those who do not.
- Due regard must be given by public bodies to the three elements outlined above – giving relevant and proportionate consideration to the duty.

### **Objectives**

Kellington Primary School 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.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Kellington Primary School 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 will contain relevant actions to:**

- Improved awareness of Equality and Inclusion.
- Improve 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.
- 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 the able-bodied pupils; (If a school fails to do this they are in breach of the Equality Act 2010). This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.

- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.

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

- Behaviour Management Policy
- Curriculum Policies
- Emergency Plan
- Health & Safety Policy
- School Improvement Plan
- Special Educational Needs Policy
- Teaching and Learning Policy

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 accessibility 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 ongoing period.

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.

| <b>Document Status</b>                           |            |                                |  |
|--|------------|--------------------------------|--|
| <b>Date of Next Review</b>                       | May 2023   | <b>Responsibility</b>          | Finance, Premises & Staffing Sub-Committee |
| <b>Date of Policy Adoption by Governing Body</b> | May 2020   | <b>Method of Communication</b> | Website<br>Google Drive Policy Folder      |
| <b>Signed by</b>                                 | H.Humphrys | <b>Date</b>                    | May 2020                                   |

| Targets  | Strategies  | Outcome   | Timeframe                  | Achieved |
|--|---|---|----------------------------|----------|
| <b>Equality &amp; Inclusion</b>  |   |   |                            |          |
| To ensure that the Accessibility Plan becomes an annual item at the FGB meetings.  | Clerk to Governors to add to list for FGB meetings.   | Adherence to legislation.   | Annually.                  |          |
| To improve staff awareness of disability issues.   | Review staff training needs. Provide training for members of the school community as appropriate. | Whole school community is aware of issues.  | On-going.                  |          |
| To ensure that all policies consider the implications of disability access.  | Consider during review of policies.   | Policies reflect current legislation  | On-going.                  |          |
| <b>Physical Environment</b>  |   |   |                            |          |
| To ensure that, where possible, the school buildings and grounds are accessible for all children and adults and continue to improve access to the school's physical environment for all. | Audit of accessibility of school buildings and grounds by Governors.                              | Suggest actions and implement as the budget allows.<br><br>Modifications will be made to the school building to improve access. | On-going.                  |          |
| <b>Curriculum</b>  |   |   |                            |          |
| To continue to train staff to enable them to meet the needs of children with a range of SEN.   | SENCo to review the needs of children and provide training for staff as needed.                   | Staff are able to enable all children to access the curriculum.   | On-going.                  |          |
| To ensure that all children are able to access all out-of-school activities. eg clubs, trips, residential visits etc.  | Review of out of school provision to ensure compliance with legislation.                          | All providers of out-of-school education will comply with legislation to ensure that the needs of all children are met.         | On-going.                  |          |
| To provide specialist equipment to promote   | Assess the needs of the children in each class and  | Children will develop independent learning skills.  | Reviewed termly by SENCos. |          |

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| participation in learning by all pupils.   | provide equipment as needed. eg special pencil grips, headphones, writing slopes etc.  |   |            |  |
| To meet the needs of individuals during the statutory end of KS2 tests.  | Children will be assessed in accordance with regular classroom practice and additional time use of equipment etc. will be applied for as needed. | Barriers to learning will be reduced or removed, enabling children to achieve their full potential. | Annually   |  |
| <b>Written/Other information</b>   |  |   |            |  |
| To ensure that all parents and other members of the school community can access information.                   | Written information will be provided in alternative formats as necessary.  | Written information will be provided in alternative formats as necessary.                           | As needed. |  |
| To ensure that parents who are unable to attend school, because of a disability, can access parents' evenings. | Staff to hold parents' evenings by phone or virtually.   | Parents are informed of their children's progress.  | Termly.    |  |

