

ACCESSIBILITY POLICY and PLAN

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1. Introduction

All schools must have an Accessibility Plan. This is required by law (the Equality Act 2010).

Accessibility plans set out how, over a period of time, a school will:

- a) increase access to the curriculum for disabled pupils;
- b) improve the physical environment of the school to increase access for disabled pupils; and
- c) make written information more accessible to disabled pupils by providing information in a range of different ways.

A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This is the Accessibility Plan for Charlton Horethorne CE Primary School.

2. Other Policies

Our Accessibility Plan complements and supports our:

- *Special educational needs and disability policy* and related *SEN information report*;
- *policy for Supporting pupils at school with medical conditions*; and our
- Equality Information and Equality Objectives.

It should also be read alongside the following school policies, strategies and documents:

- Curriculum Policy
- Staff Development Policy
- Health & Safety Policy (including off-site safety)
- Policy relating to Behaviour
- School Development Plan

3. Our Vision And Aims

Charlton Horethorne CE Primary School wants everyone within our school to feel welcome, valued and included in the school community. We are committed to providing a fully accessible environment to enable this to happen.

Our pupils are provided with high quality learning opportunities so that each child achieves all that they can. We want all our pupils to feel confident and have a positive view of themselves.

We want our pupils with a disability to access all elements of school life, including school clubs, activities and trips. We recognise that we may have to do things a little differently to make this happen.

We are committed to taking positive action in the spirit of the Equality Act 2010, by removing disadvantages faced by pupils with a disability and eliminating discrimination.

We will ensure that through whole school training, all staff and governors will be aware of our duties to support children with disabilities, in line with the Equality Act 2010.

In implementing our Accessibility Plan, we will take into account the views, wishes and feelings of our pupils and their families.

4. Current good practice Identification

Charlton Horethorne CE Primary School asks for information on any disabilities or health conditions in early communications with new parents and carers. We also carefully observe our pupils' progress and behaviour and will discuss any concerns with parents and carers, as necessary.

Curriculum

Charlton Horethorne CE Primary School has improved access to the curriculum for disabled pupils through the following means:

- using multimedia activities and interactive ICT equipment (Interactive Whiteboards and iPads) to support specific curriculum areas, e.g. numeracy and literacy;
- providing a differentiated curriculum, designed according to need and where necessary with specialist input, for those pupils that require this;
- offering a Continued Professional Development (CPD) programme to ensure that all staff are knowledgeable of the impact of epilepsy, attachment disorder, dyslexia, heart conditions etc on learning;
- organising classrooms so that they promote the participation and independence of all pupils;
- modifying worksheets and curriculum content into large font for pupils with a visual impairment (VI).

Physical Environment

Charlton Horethorne CE Primary School has already improved the physical environment of the school to increase access for disabled pupils by:

- where possible providing flat or ramped access to all school entrances;
- providing an accessible toilet with changing facilities;
- ensuring that there is good lighting throughout school;
- removing and fixing of potential trip hazards and keeping all floor spaces uncluttered;
- applying acoustic panels to ceiling in the hall to improve sound quality for pupils with a hearing impairment;
- ensuring data projectors, plumbing and heating are regularly serviced and not too noisy wherever possible.

Information

Charlton Horethorne CE Primary School already makes written information more accessible to disabled pupils through:

- modifying written information so that this is available in large print for pupils with a visual impairment;
- adhering to guidelines from specialists (such as the Hearing and Vision Support Services) regarding the presentation of all written information, paying attention to layout and colour;
- using social stories and picture symbols to explain school rules for pupils who benefit from this.

5. Implementation

Our Accessibility Plan shows how access to Charlton Horethorne CE Primary School will be improved for disabled pupils (and for staff and visitors to the school) and anticipates how we will make reasonable adjustments to support them whenever possible. We will ensure that we do so within a reasonable timeframe.

Reasonable adjustments are positive actions that help pupils with a disability to fully participate in school life.

In doing this, we have thought about:

- how to ensure disabled pupils are as prepared for life as their non-disabled peers;
- how we can encourage pupils with a disability to take part in after school clubs, leisure and cultural activities and school visits;
- how we might provide auxiliary aids and services (something or someone that provides help or support) to pupils with a disability to support their access to the curriculum;
- adding specialist facilities to our school as necessary and improving the physical environment;
- how we can improve the delivery of written information, including making this available in various preferred formats and within a reasonable timeframe.

Our Accessibility Plan has been written in liaison with pupils, parents, staff and governors of the school. It will advise other school planning documents.

Charlton Horethorne CE Primary School will work in partnership with the Local Authority / Diocesan Board

and SAST in developing and implementing this Accessibility Plan and will adopt in principle the *Local Authority Strategy for Accessibility*.

Environmental or physical works undertaken in the school to improve access will follow and be guided by the relevant building regulations as advised by the Site Surveyor and the *Local Authority Strategy for Accessibility*.

We will consult with experts when new situations regarding pupils with disabilities are experienced.

Charlton Horethorne CE Primary School's Accessibility Plan will be implemented by Mrs Sara Watkins (Headteacher and SENCO)

Sufficient resources will be allocated by Charlton Horethorne CE Primary School to implement this Accessibility Plan.

6. Monitoring

The Charlton Horethorne CE Primary School Accessibility Plan covers a three-year period but will be reviewed regularly and updated if needed. It will be monitored through the Governor responsible.

The governing body, or proprietor will monitor Charlton Horethorne CE Primary School's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility and Schedule 13 regarding Reasonable Adjustments) and will advise upon the compliance with that duty.

The Charlton Horethorne CE Primary School Accessibility Plan may be monitored by Ofsted during Inspection processes in relation to Schedules 10 and 13 of the Equality Act 2010.

The Charlton Horethorne CE Primary School complaints procedure covers the Accessibility Plan.

Charlton Horethorne CE Primary School **ACCESSIBILITY PLAN - Jan 2023 to Jan 2026 : Improving access to the curriculum**

What needs to be done?	How will this be achieved?	Who is responsible?	When will this be done?	How can we tell if this is successful?
A CPD programme will be repeated yearly to ensure that all staff have an awareness of epilepsy, the impact of this condition on health, learning and emotional well-being and the strategies that can be used to support such pupils.	1. Whole school staff (including support staff) awareness training provided by local specialist nurse 2. Specific cases will be identified and strategies to ensure optimal learning will be discussed with relevant professionals, e.g. the educational psychologist 3. Pupils with epilepsy will be provided with an Individual Healthcare Plan in line with Supporting pupils at school with medical conditions.	Headteacher All staff, including support staff SENCO Headteacher and responsible Governor	As needed As soon as a child joins the school	Pupils and their families feel supported and their needs understood; Pupils with epilepsy have increased access to an appropriate curriculum, differentiated as necessary and according to their individual needs; Pupils with epilepsy continue to achieve in line with their ability; Teachers and support staff are confident in meeting the needs of pupils with epilepsy and know how to support them, including in an emergency.
All out of school activities need to be planned in advance to ensure that all pupils with a disability are able to take part.	1. Ensure all school staff are aware of the duties on schools set out within the Equality Act 2010 and the need to provide reasonable adjustments through INSET training 2. Review all upcoming out of school activities ensuring that sites are suitable for all children with a disability, whether this be for physical access, to ensure sensory needs can be catered for, etc. 3. Consider any reasonable adjustments required to enable pupils with a disability to take part in the out of school activities, including travel requirements.	Headteacher and responsible governor Individual class teachers and SENCO	Ongoing Ahead of any upcoming trips Ahead of any upcoming trips	No out of school activities are planned without consideration of how pupils with a disability will be included; All out of school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements; Pupils with a disability have access to all school activities such as trips out, residential visits, extended school activities and sporting events - Pupils and their families feel included in out of school activities. - January 2023 – all school trips planned to include all children.

To ensure 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	All staff, including support staff	Continuous adaptation needed dependent on the need of the child / room	Lessons start on time without the need to make adjustments to accommodate the needs of individual pupils January 2023: classrooms tidied and access made easier
To enable pupils with hearing impairment to access fully the curriculum	To work closely with the H&VSS to enable improvements in the classroom/school acoustics	Headteacher, SENCO & Site Manager	As children with hearing impairments enter that classroom (needs discussed in the summer term before hand)	All classrooms will have improvements to enable pupils with hearing impairment to access the full curriculum

Charlton Horethorne CE Primary School ACCESSIBILITY PLAN - Jan 2023 to Jan 2026: Improving the physical environment

This plan is structured in conjunction with the school's Asset Management Plan, the school Safeguarding File, the School Travel Plan, Health & Safety Audits, the Capital Build Programme and the Suitability Plan. The plan considers the essential work necessary to ensure reasonable adjustments have been made to the fabric of the main buildings to accommodate accessibility issues. In some cases, Health & Safety issues necessitate more prompt action.

What needs to be done?	How will this be achieved?	Who is responsible?	When will this be done?	How can we tell if this is successful?
The outside areas of the school require improvement; specifically, the areas of: external lighting path from carpark entrance	.Ensure lighting to car park is operational, adequate and considers pollution and local issues; Investigate cost of relaying/improving path	Headteacher & Site Manager SAST	Ongoing	The areas outside of the school building are safe and welcoming and the physical environment is improved by removing any hazards; Pupils with disabilities and their families are easily and quickly able to access the school building.
Improvement in path and areas leading all round hall and into forest school area Tidying and sorting of stored resources Slippery surface of steps leading to hall	Investigate cost to improve access to and tidy these areas and make them safer	Headteacher & Site Manager SAST	September 2023	There will be safer access to the forest school / secret garden area and hall

Charlton Horethorne CE Primary School ACCESSIBILITY PLAN - Jan 2023 to Jan 2026 : Making written information more accessible

What needs to be done?	How will this be achieved?	Who is responsible?	When will this be done?	How can we tell if this is successful?
Information in accessible formats needs to be reviewed, starting with content on the school's website	All written information available to pupils and their parents will be considered in detail by the SLT, parent links and the school council. Pupils with a disability will be asked to take part in this activity and give their feedback on how well this information meets their needs. The school will consider the needs of both its current and future pupils during this exercise; The school will make itself aware of the services available through local charities, providers and the LA for converting written information into alternative formats (e.g. the use of symbols, large font, listening aids etc.) and will research good practice in other schools.	Headteacher, teaching staff, SENCO, parents, pupils and other staff where appropriate (e.g. Library and Reception staff). Headteacher and SENCO	As needed	All future written information is designed with the specific needs of disabled pupils in mind; Disabled pupils and their parents have an increased awareness of all matters usually communicated via written means; Delivery of said information to disabled pupils and their parents is improved and meeting their requirements.
The awareness of adults working at and for the school needs to be raised, regarding the importance of using a range of communication systems according to individual need.	Whole school awareness training regarding methods of communication to aid learning/understanding for pupils with different needs; A communication audit by SALT and other specialist services as appropriate to the needs of pupils at the school; Specific training for those developing written information for the school and class teachers supporting pupils with specific needs.	Headteacher	As needed	Staff are aware of the different ways in which pupils take on and learn new information; Thought is given to all future communication with disabled pupils in mind; The school is more effective in meeting the needs of pupils with a disability; Pupils with a disability and their parents feel welcome and confident that their needs are being met. January 2023: use of translate software for child and parents with EAL