1. **Introduction**
   1. Rationale

Under the Equality Act 2010 all schools should have an Accessibility Plan and is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. It also states that: “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

1.2 Definition

According to the Equality Act 2010 a person has a disability if:

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

* 1. Aims
* Increasing access for disabled pupils to the school curriculum (this includes teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits)
* Improving access to the physical environment of schools (this includes improvements to the physical environment of the school and physical aids to access education)
* Improving the delivery of written information to disabled pupils (this will include planning to make written information that is normally provided by the school to its pupils available to disabled pupils. The information should take account of pupils’ disabilities and pupils’ and parents’ preferred formats and be made available within a reasonable timeframe)

1. **Leadership and management**
   1. Roles and responsibilities

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the Full 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.

* 1. Continuing professional development

Improving teaching and learning lies at the heart of the school’s work. Through self-review and Continuous Professional Development (CPD), we aim to enhance staff knowledge, skills and understanding to promote excellent teaching and learning for all children. We aim to meet every child’s needs within mixed ability, inclusive classes.

* 1. Reviewing and monitoring

At Great Wilbraham CofE Primary School the Plan will be monitored by the Headteacher and evaluated by the relevant Governors’ Finance and Premises Committee. 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. The Accessibility Plan may also be monitored by Ofsted during inspection processes.

1. **Teaching, learning and assessment**

The Access Audit of the School will inform planning, implementation and revision of provision for individual pupils and care will be taken to ensure that transition from one class to another ensures procedures are followed.

1. **Personal development, behaviour and welfare**

We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally. Our core values are that we can ‘work together to become caring, confident and creative learners’.

1. **Outcomes for pupils**

At Great Wilbraham CofE Primary School we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

1. **Communication**

The Great Wilbraham CofE Primary School Accessibility Plan has been developed and drawn up based upon information supplied by the Local Authority, and consultations with pupils, parents, staff and governors of the school. Other, outside agencies and specialists have also been consulted. The Accessibility Plan will be published on the school website.

1. **Links to other policies**
   1. Safeguarding policy
   2. E-safety policy
   3. Behaviour Management Policy
   4. Curriculum Policy
   5. Critical Incident Support Plan
   6. Personal Emergency Evacuation Plan
   7. Equal Opportunities Policy
   8. Health & Safety Policy
   9. Special Educational Needs Policy
2. **Appendices**
   1. Accessibility Action Plan
   2. Access Audit of the School

**Accessibility Action Plan**

Our aims are to:

* 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

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| **Aim** | **Current good practice** | **Target** | **Actions to be taken** | **Timeline** | **Personnel** | **Impact evaluation** |
| Increase access to the curriculum for pupils with a disability | Brain injury training  Support from physio and OT | Ensure support staff have specific training on disability issues | Identify training needs at regular meetings | Ongoing | SENCo / HT | Raised confidence of support staff |
|  | Ensure all staff (teaching & non-teaching) are aware of disabled children’s curriculum access | Set up a systems for disabled children when appropriate. Share information with all agencies involved with each child | Spr 2016 | SENCo | All staff are aware of individual’s needs |
| Risk assessments take into account the individual needs | All school visits and trips need to be accessible to all pupils | Ensure venues and means of transport are vetted for suitability.  Develop guidance on making trips accessible | Ongoing | Office/ teachers/ SENCo | All pupils are able to access all school trips and take part in a range of activities |
| TAs use opportunities to develop physio programme | Review PE curriculum to ensure PE is accessible to all pupils | Review PE curriculum to include disability sports | Spr 2016 | SENCo & PE co-ordinator | All pupils have access to PE and are able to excel. Child’s T.A. will be there all the time |
|  | Review curriculum areas and planning to include disability issues | Include specific reference to disability equality in all curriculum reviews | Spr 2016 | SENCo & HT | Gradual introduction of disability issues into all curriculum areas |
| All children eat together – inclusive family style | Ensure disabled children can take part equally in lunchtime and after school activities | Discuss with Out of school Club staff, and people running other clubs after school. Support would have to be available – especially after school. | As required | SENCo | Disabled children feel able to participate equally in out of school activities. |
|  | Develop links with schools who have a specialist provsion | Work towards Identifying a local school and consider sharing INSET opportunities. | Sum 2016 | SENCo | Increased understanding of the opportunities available to the children |

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| **Aim** | **Current good practice** | **Target** | **Actions to be taken** | **Timeline** | **Personnel** | **Impact evaluation** |
| Improve and maintain access to the physical environment |  | To be aware of the access needs of disabled children, staff, governors and parents,carers  Ensure the school staff & governors are aware of access issues | Create access plans for individual disabled children as part of the IEP process.  Staff to share SENCo passport information with volunteers and support staff to ensure continuity of care for the children | As required | SENCo | IEP’s are in place for pupils, and all staff are aware of pupils’ needs. SENCO passports in place for all SEN children  Volunteers aware of needs of SEN children at all times |
|  | Ensure everyone has access to the school  Ensure that nothing is preventing wheelchair access | Ensure staff and governors can access areas of school  Annual reminder to parents, carers through newsletter to let us know if they have problems with access to areas of school.  Circulate information to on Access to Work scheme | Daily check to ensure the area in clear of obstructions | H&S Committee | Disabled parents / carers / visitors feel welcome.  Parents have full access to all areas of school .  Access to Work Information in Staff Handbook and on staffroom notice board. |
|  | Maintain safe access for visually impaired people | Check condition of yellow paint on step edges regularly  Check exterior lighting is working on a regular basis  Put bright tape on areas of equipment which are potential hazards to a visually impaired child | Ongoing checks | Health & Safety Committee/HT | Visually impaired people feel safe in school grounds. Yellow edges to be re-done as needed throughout the school year.  Child knows where equipment is |
| PEEP for individuals set up | Ensure all disabled people can be safely evacuated | Ensure there is a personal emergency evacuation plan for any pupils who require one  Ensure all staff are aware of their responsibilities in evacuation by being aware of the SENCO passport information | Aut 2015 | SENCo | All disabled pupils and staff working with them are safe in the event of a fire. There is constant supervision for children who would need help in the event of an evacuation. |
| Staff with experience of sign language and Makaton | Provide hearing loops in classrooms to support pupils with a hearing impairment | Take advice from County on appropriate equipment if this becomes necessary | As required | HT | All children have access to the curriculum |
|  | Ensure there are enough fire exits around school that are suitable for people with a disability | Ensure staff are aware of need to keep fire exits clear. | Daily | All staff/HT | All disabled personnel and pupils have safe independent exits from school |

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| **Aim** | **Current good practice** | **Target** | **Actions to be taken** | **Timeline** | **Personnel** | **Impact evaluation** |
| Improve the delivery of written information to pupils | Some signs in classrooms in different languages | Signage around school to be in other languages | Plans for a welcome sign in reception – need to decide which languages to use. | Sum 2016 develop need as appropriate | HT / SENCo | ALL People feel they are welcome in school |
| Some forms are already available in other languages – for example PPG form in Latvian | Inclusive discussion of access to information in all parent/teacher annual meetings | Ask parents about preferred formats for accessing information eg braille, other languages  Translation Tool to be added to website to allow multi-lingual access | When appropriate | SENCo / HT | Staff more aware of preferred methods of communication, and parents feel included.  School website will become accessible to all |

**Access Audit of the School**

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| **Feature** | **Description** | **Actions to be taken** | **Personnel** | **Timeline** |
| Corridor access | Access in the foyer is wide and very accessible, the corridor to the group room is wide and clear, there are no other corridors | None |  |  |
| Parking bays | We have one disabled space and a loading space that are used frequently | None |  |  |
| Entrances | Classroom thresholds are accessible but there are some classrooms that would need improving | Wheelchair ramps over threshold strips |  |  |
| Ramps | None needed around the school to replace stairs – all one level |  |  |  |
| Toilets | There is a disabled toilet in the foyer | Children’s toilet to be adapted should the need arise |  |  |
| Reception area | Front entrance involves accessing down a corridor to a bell for access |  |  |  |
| Internal signage | Fire exits clearly marked | Consider signage in different languages |  |  |
| Emergency escape routes | All ground floor level |  |  |  |
| Classrooms | These are designed for 30 children maximum and access currently for a wheelchair would be challenging. | Reorganisation of classroom layout would be a priority when need arises. |  |  |
| Playground | This is easily accessible to all and there are plenty of different areas for children to play. | Access to the spiritual garden |  |  |
| Outdoor learning | Forest schools area is down a steep slope and has a gravelled area by the pond | Consider disabled access to the pond and outdoor area |  |  |
| Main entrance | Access to the main entrance porch could be hard to open | Consider a self-opening door for ease of access |  |  |
| Door bell | Very difficult to reach | This could either be moved to the right hand wall or lowered. |  |  |