

Accessibility Plan

Horndon on the Hill Church of England Primary School

2019 – 2022

Reviewed: October 2019
Next Review: October 2022

Signed _____

Chair of Governors

Head of School

Date Reviewed: October 2019

Next Review: October 2022

Accessibility Plan 2019 - 2022

This Accessibility Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The Osborne Trust and the Local Governing Body are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

Doddinghurst C of E Junior School is committed to providing an accessible environment which values and includes all pupils, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. 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. 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. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. We plan, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the school. The Accessibility Plan will be reviewed over a three-year period. Under the Equality Act 2010, the school complies with the general equality duty and the new specific duties. The Equality Duty now includes all those with protected characteristics, which makes it unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

General Equality Duty

The Public Sector Equality Duty (PSED) has three main elements.

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between those who share a protected characteristic and those who do not.

The duty to have “due regard” to equality considerations means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications.

Specific duties

Schools have a duty to make reasonable adjustments for pupils with a disability. The DfE non-statutory guidance states that this duty can be summarised as follows:

- If a disabled pupil is placed at a disadvantage compared to other pupils, then the school must take reasonable adjustments to try to reduce/remove the disadvantage.
- Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.
- Schools are not subject to the other reasonable adjustment duty to make alterations to physical features because this is already considered as part of their planning duties.

Reasonable adjustments

Factors a school may consider when assessing the reasonableness of an adjustment, may include the financial or other resources required for the adjustment, its effectiveness, its effect on other pupils, health and safety requirements and whether aids have been made available through the Special Educational Needs route. Cost will play a major part in determining what is reasonable. For example, a small rural primary school may not be able to provide specialised IT equipment for any disabled pupils who may need it and it may not be reasonable for the school to provide that equipment. On the other hand, a much larger school might reasonably be expected to provide it.

The guidance states that many pupils with a disability will have an EHCP (Educational Health Care Plan) and potentially auxiliary aids provided by the LA and so may not require anything further. However, if the disabled pupil does not have an EHCP (or the EHCP doesn't provide the necessary aid) then the duty to consider reasonable adjustments and provide such auxiliary aids will fall to the school (after the relevant provisions come into force). The reasonable adjustments duties on schools are intended to complement the accessibility planning duties and the existing EHCP provisions which are part of education legislation, under which Local Authorities have a duty to provide auxiliary aids to pupils with an EHCP. In addition to the duty to consider reasonable adjustments for particular individual disabled pupils, schools will also have to consider potential adjustments which may be needed for disabled pupils generally.

Current good practice

We aim to ask about any SEND, additional or medical needs in early communications with new parents/carers. For parents/carers of children already at the school, we collect information regularly and have an open-door policy to enable them to share views or concerns, we also have parent/carer consultation meetings three times a year. Regular reviews are undertaken for children who have an EHCP.

Accessibility planning

Accessibility plans in Horndon on the Hill Church of England School are aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum;
- Improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- Improving the availability of accessible information to disabled pupils.

An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.

Increasing the extent to which disabled pupils can participate in the curriculum

The curriculum covers teaching and learning and wider provision embracing after school clubs; sporting and cultural activities; and school trips. Planning for improved access to the curriculum includes consideration of school and classroom organisation and support, timetabling, curriculum options, deployment of staff and staff information and training. Curriculum audits can support the school to review patterns of achievement and participation by disabled pupils in different areas of the curriculum, e.g., the inclusion of physically disabled children in PE, and then to identify action to increase participation.

Improving the physical environment of schools

This strand of the planning duty covers improvements to the physical environment of the school and physical aids to access education. The physical environment includes steps, kerbs, exterior surfaces and paving, parking areas, building entrances and exits (including emergency escape routes), internal and external doors, gates, toilets and washing facilities, lighting, heating, ventilation, floor coverings, signs, interior surfaces, room decor and furniture. Improvements to physical access include ramps, handrails, lifts, widened doorways, electromagnetic doors, adapted toilets and washing facilities, adjustable lighting, blinds, induction loops and communication aids. The provision of 'quiet' areas and improvements to the physical safety of the environment, indoors and outdoors, may also enhance access for children with learning disabilities. Physical aids to access education cover ICT equipment, desks, chairs, writing equipment.

Improving the availability of accessible information to disabled pupils

This part of the duty covers planning to make written information normally provided by the school to its pupils – such as handouts, timetables, textbooks, information about school events – available to those with a disability (including those with significant low reading acquisition levels). This might include alternative formats such as large print, braille, the use of ICT and the provision of information orally, through lip speaking or in sign language. The information should take account of pupils' disabilities and views expressed by pupils or their parent/carers about their preferred means of communication. The school will consider how all information normally provided in a written format including, school test papers, newsletters, information about school events, trips and extracurricular provision could be made accessible to all those with a disability.

References

The Equality Act 2010: Advice for school leaders, school staff, Governing bodies and local authorities <http://preview.tinyurl.com/5wpX9aa>

Equality Act Guidance downloads from the Equality and Human Rights Commission – includes Guidance for education providers – what the equality law means for you as an education provider <http://preview.tinyurl.com/3md47tk>

Horndon on the Hill Church of England Primary School
2019 - 2022
Improving the Curriculum Access

Target	Strategy	Success Criteria	Timeframe	Outcomes
Ensuring all children with SEND are able to be involved in daily school life and broad curriculum, including PE and all people with disabilities are able to be involved in school life	Create personalised plans for individual SEND children as part of their IEP (Individual learning plan). Review of all curriculum subjects to ensure access, review the resources required to enable access, particularly in PE. Undertake confidential survey of staff and governors to ascertain access needs and make sure they are met in the school and meetings etc. Consideration to be given at admission about parents/carers' access needs enabling needs to be met where possible.	Pupil needs are supported. Achievements raised/enhanced. Value added. The suitability of the present situation improved. All can access the site, leading to greater parental/carers involvement	With immediate effect, to be constantly reviewed	
To develop the curriculum in order to support emotional and mental health for all children. To provide additional emotional health support through the ongoing development of Pastoral support.	Training for the whole staff through the Trust Conference focused on emotional resilience and mental health. Review of the SRE to ensure coverage of gender diversity at age-appropriate level in a progressive way through school. Audit parent/carers view and implement new SRE curriculum. Further development and embedding of emotional interventions in school. To develop library books within the new library on diversity, mental health and emotional health.	Pupils are supported with emotional health and can draw upon a wide range of strategies. Pupils have a broad understanding of SRE and can apply the school values to all situations. Staff are fully aware and well trained regarding the relationships within the SRE DFE guidelines and are competent to teach in their given year group	Autumn term 2019 & ongoing	
Provide sufficient laptops/ other IT kit for pupils who need them to access curriculum fully	Review current resources available, review the growing need and assign where appropriate to groups or individuals.	Efficient use of facilities as a teaching resource meeting individual or group needs and providing access to a broad curriculum	On-going	
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 ensuring adequate provision in all class bases.	Lessons start on time without the need to adjust to accommodate the needs of individual pupils	On-going	
Continue to train all staff and governors on issues of disability, SEND and supporting access to education.	Provide training for LGB, staff using NGA, One source and internal expertise Discuss perception of issues with staff to determine the current status of school and audit need	Whole school community aware of issues relating to Access	On-going and as required	

**Horndon on the Hill Church of England Primary School
2019-2022**

Improving the Written Information

Target	Strategy	Success Criteria	Timeframe	Outcomes
Review all school policies, procedures and plans to ensure that the Trust vision and value statements as well as the Christian distinctiveness are explicit within them and they are accessible to all stakeholders	Provide information, policies, plans and letters in clear print in "simple" English Ensure website and all document accessible via the school website can be accessed by the visually impaired. Trust and school policies are clearly identified on the website and provide clarity of expectations	All aspects of school life promote equality of opportunity for all pupils and promote the school values	On-going	
Policies are current and adhere to legislation and educational changes.	Rolling programme of reviewing policies is implemented to ensure that all policies are reviewed in an adequate timely manner.	Policies reflect the most current expectations in all areas of school life.	On-going	
Create and maintain an accurate database of pupils, staff and parents / carers with identified disabilities	Continue to develop the request for accurate information on children's needs regarding disabilities Develop the SIMs system to acknowledge the disability needs of parent/carers and the potential requirement of school support	Up to date database of needs within school that enables the school to strive to meet all needs	On-going	
Continue to ensure that school prospectus, school newsletters and other information for parent/carers is available in alternative formats	Review all current school publications and promote the availability in different formats for those that require it Translation facility available on school website.	All school information available for all stakeholders	On-going	
Review documentation with a view of ensuring accessibility for pupils/ stakeholders with visual impairment	Continue to receive advice from Hearing and Vision Support Service (St Clere's unit) on alternative formats and use of IT software to produce customised materials.	All school information available for all stakeholders	On-going & as required for the cohort needs	
Continue to raise the awareness of adults working at and for the school on the importance of good communications systems.	Update training through One Source and Internal Trust expertise Develop the Induction process to include effective communications for all staff	Awareness of target group raised	As required & for all inductions	

**Horndon on the Hill Church of England Primary School
2019-2020**

Improving the Physical Access

Target	Strategy	Success Criteria	Timeframe	Outcomes
The school allows access for all pupils to all relevant learning areas and access for relevant stakeholders when visiting the school.	Continue to consider needs of disabled pupils, parents/carers or visitors when considering the condition survey for works in the future.	Buildings are usable by all, including the grounds	Summer 2020	
The school continues to be aware of the access needs of disabled pupils, staff, governors, parent/carers and visitors	To create access plans for individual disabled pupils as part of the Care Plan process when required Be aware of staff, governors and parent/carers access needs and meet as appropriate Develop the SIMs system to acknowledge the disability needs of parent/carers and the potential requirement of school support Consider access needs during recruitment process Ensure staff are aware of Environment Access Standard	Care Plans in place for disabled pupils and all staff aware of pupils needs All staff and governors feel confident their needs are met Parent/Carers have full access to all school activities Access issues do not influence recruitment and retention issues	As required Induction/ ongoing if required Annually Recruitment process	
The playground and outdoor area accounts for differing needs and provides a quiet area for children who require this provision	Quiet areas to be developed across the school site. Make sure that all Mid-day staff are aware of individual children's needs so they can be directed to supportive play Effective use of the Pastoral Lead to support vulnerable pupils	Children have access to Quiet Areas as required	As required	
All visually impaired pupils, parent/carers and stakeholders access the school safely due to the improved signage	Renew, where required, the signage and external access for visually impaired people Yellow strip mark step edges & Windows that open out onto communal areas.	Visually impaired people feel safe in school grounds	On-going	
Continue to ensure all disabled pupils/staff/visitors can be safely evacuated	Put in place Personal Emergency Evacuation Plan (PEEP) for all pupils/staff with difficulties Develop a system to ensure all staff are aware of their responsibilities	All disabled pupils and staff working alongside are safe in the event of a fire	As required	
All fire escape routes are suitable for all and new build incorporates appropriate capacity for disabled egress	Make sure all areas of school can have wheelchair access/egress routes visual check	All disabled staff, pupils, and visitors able to have safe independent egress	On-going and as required, as appropriate Weekly by Site Team	