



# ACCESSIBILITY PLAN

Written	September 2019
Reviewed	September 2023
Date of next review	September 2026

## VISION STATEMENT

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 discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

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

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

The Accessibility Plan is listed as 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. The review process can be delegated to a committee of the Trustees, an individual, or the Head. At North Worcester Primary the plan will form part of the annual timetable and will be overseen by the School Business Manager and Head.

The Accessibility plan will work alongside the School Development Plan and will be monitored by the headteacher and evaluated by the relevant Trustees’ committee. The current plan will be appended to this document.

At North Worcester Primary Academy, 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 environment both locally and globally.

- 1) The North Worcester Primary Academy Accessibility Plan has been developed based upon information from staff, pupils, parents, and outside agencies. The document will be used to advise other school planning documents and policies and will be reported upon annually in respect of progress and outcomes.
- 2) The Accessibility Plan is structured to complement and support the school’s ethos and is published on the school website.
- 3) North Worcester Primary Academy is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of the 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.
- 4) The North Worcester Primary Academy 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 the able-bodied pupils; (if a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the schoolsuch as participation in after-school clubs, leisure and cultural activities or school visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist thesepupils in accessing the curriculum within a reasonable timeframe
  - Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of theschool

- and physical aids to access education within a reasonable timeframe
- 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 timeframe.
- 5) The North Worcester Primary Academy Accessibility Plan relates to the key aspects of 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 references to the Equality Act 2010.
  - 7) This Accessibility Plan should be read in conjunction with the following school policies strategies and documents:
    - Behaviour Policy
    - Health and Safety
    - School Prospectus
    - Special Educational Needs Policy
    - Equality Policy
  - 8) The Accessibility Plan for physical accessibility relates to the Health and Safety yearly audit of the school, which remains the responsibility of the Head teacher. 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 period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing 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 Trustees via the Health and Safety committee.
  - 12) The school will work in partnership with all outside agencies in developing and implementing this Accessibility Plan.
  - 13) The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to schedule 10 of the Equality Act 2010.

### **Accessibility Plan 2023 – 2026**

<b>Facilities already in place</b>	
All areas of the school can be accessed to standards that exceed those of Part M of the Building Regulations (Access to and use of buildings) Disabled toilet with shower facility Disabled toilets throughout the school	Flat access onto playgrounds Wide doors throughout school for wheelchair access Clear routes through school for access Disabled parking bays Enlarged toilet bay which would assist disabled changing Disabled passenger lift

### Improving the Physical Access

<b>Target</b>	<b>Strategy/Action</b>	<b>Outcome</b>
Ensure all corridor areas are kept clear of obstructions.	Ensure enough class storage space (coats/bookbags) are provided	Corridor space is maximised.
Ensure that pathways are kept clear of vegetation at all times.	Caretaker to monitor and maintain condition of pathways.	To ensure pathways are safe for all users.
Ensure all doorways accessible for wheelchair access.	Check requirements for external doors into the playground.	To ensure all school users can access all areas safely and independently.

### Improving the Curriculum Access

<b>Target</b>	<b>Strategy/Action</b>	<b>Outcome</b>
Training for teachers on differentiating the curriculum.	Training specific to pupils' needs. Provide training for all staff	To ensure that teachers are able to more fully meet the requirements of disabled children's needs with regards to accessing the curriculum. Whole school community aware of issues.
All out of school activities planned to ensure participation of all pupils.	Review out of school provision in relation to all children	To ensure that all out of school activities conducted in inclusive environment ensuring compliance with legislation.
Classrooms are organised to promote participation and independence of all pupils.	Classroom layouts reviewed to support the learning process of individuals	To ensure that lessons start without the need to make adjustments to accommodate needs of individual pupils

### Improving the Delivery of Written Information

<b>Target</b>	<b>Strategy/Action</b>	<b>Outcome</b>
Make available school written information/ website for parents in alternative formats.	Ensure information is available in other formats and parents are aware of this.	To ensure that school information is available for all, including any necessary adaptations to meet individual needs.