Pensby Primary School



Accessibility plan 2019-22

K Brown November 2019

# 1. Vision

It is a requirement under the Equality Act 2010 for schools to have an accessibility plan.

Every child who joins Pensby Primary is welcomed and valued regardless of sex, race, belief, physical disability or learning difficulty. This accessibility plan focuses on a wide range of disability associated with pupils. At Pensby Primary, pupil achievement is celebrated in a pupil-centred teaching and learning environment and excellent achievement at school enables pupils to be as independent as possible so that they make the most of opportunities when they leave school.

The purpose of the accessibility plan is to ensure that all pupils have access to education in the three areas required by the planning duties in the Equality Act 2010:

1. Increasing the extent to which pupils with disabilities can participate in the school curriculum.
2. Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services.
3. Improving information delivery to pupils with disabilities.

The Governing Body also recognises its responsibilities towards employees with disabilities, and will:

* Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
* Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers.
* Undertake reasonable adjustments to enable staff to access the workplace.

## Definition of Disability under the Equality Act 2010

You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

## Development & Review

* The accessibility plan is guided by the principles and procedures in the school’s Equality & Diversity Policy.
* The plan will be published on the school website and reviewed 3-yearly by the Governing Body to ensure it is effective.

# Aims

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 communication to pupils and Parents/Carers.
* Ensure staff are trained to meet the full range of pupils’ needs. The table below sets out how the school will achieve these aims.

# Accessibility Plan – Key Recommendations

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| **Aim** | **Current Good Practice**  *Include established practice & practice under development* | **Objectives**  *State short, medium and long-term objectives* | **Actions to be Taken** | **Person Responsible** | **Date to Complete Actions By** |
| Increase access to the curriculum for pupils with a disability | Curriculum is subject to ongoing review to ensure it meets the needs of all pupils | A pre-formal, semi-formal and formal curriculum model is being implemented to ensure pupils continue to make excellent progress towards challenging objectives | Ensure the effectiveness of the curriculum models. Update the Curriculum schemes and design to ensure curriculum is accessible to all learners | Headteacher | Reviewed at least annually |
| Improve and maintain access to the physical environment | New building opened in May 2012 specifically designed to meet the needs of all learners | There are no access issues | Review as and when pupil needs require it. | Headteacher | ongoing |
| Improve the delivery of communication to pupils with Stanley School | Pupils in Stnaley school have wide ranging complex needs. They will work with pupils from Pensby Primary Scool | Deliver “sign of the week” Makaton to all classes | Build Makaton in pupils curriculum | English lead | Reviewed at least annually |
| Provide Parents/Carers with disabilities with aids to access services to enable full involvement in  their child's education | New building opened in May 2012 specifically designed to meet the needs of visitors with disabilities. | The school will make 'reasonable adjustments' to procedures and policies and provide Parents with aids to  access school services. | Disability awareness training for staff. Establish aids to support parents with disabilities as required. | Headteacher | Autumn 2020 |
| Improve the delivery of communication to Parents/Carers | Information has been  rolled-out to Parents via several systems | The school will review how information on accessibility adjustments is communicated  to Parents. | Approve and publish Accessibility Plan. | Headteacher | Autumn 2019 |

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| **Aim** | **Current Good Practice** *Include established practice & practice under development* | **Objectives**  *State short, medium and long-term objectives* | **Actions to be Taken** | **Person Responsible** | **Date to Complete**  **Actions By** |
| Ensure that staff are trained to meet the full range of pupils’ needs | Many CPD opportunities exist and all staff are trained in first aid, manual handling, medical condition etc | Due to increasing needs of some pupils, roll out team teach training | Full training for new staff. Annual/bi-annual up-date training for existing staff:   * Medical conditions * Team Teach * Manual Handling   Plus specialist training linked to individual need. | Headteacher | Reviewed at least annually |

**Access Audit**

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| --- | --- | --- | --- | --- |
| **Feature**  *For example:* | **Description** | **Actions to be taken** | **Person responsible** | **Date to complete actions by** |
| Number of Floors | The only steps are from the car park to the main entrance | Maintain and ensure access | Premises Team and Caretakers | Ongoing |
| Corridor Access | The Corridor is wide with plenty of space for equipment | Ensure pupil equipment does not block corridor | Class Teachers | Ongoing |
| Lifts | There are no lifts | NA | Premises Manager | Ongoing |
| Parking Bays | Disabled parking bays marked | None required | Ongoing |
| Entrances | Automatic front doors, enclosed lobby | None required | Ongoing |
| Hoists | No hoists | NA | Ongoing |
| Toilets | Disables toilets available for pupil and adult use. Toilets have disabled access and alarms. | Ensure service every 6 months | Ongoing |
| Reception Area | Accessible to wheelchair users | None required | Ongoing |
| Internal Signage | Large signs in place | None required | Ongoing |
| Emergency Escape Routes | Fire evacuation plan in place. Refuge points clearly marked | Ensure weekly testing of system and maintenance | Ongoing |