



# Bishop Bridgeman Church of England Primary School

## Accessibility Plan 2014-2017

### Vision Statement

Under the Equality Act 2010 which replaced all existing legislation including the Disability Discrimination Act, every school should have an Accessibility Plan. The effect of this new law is remains the same - "schools cannot lawfully discriminate against pupils because of their race, sex, religion/belief, disability or sexual orientation."

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

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

The Department for Education's guidance lists the school Accessibility Plan as a statutory document. The plan should be reviewed every three years and approved by the school Governing Body. This review process may be delegated to a committee of the Governing Body, an individual or the Headteacher.

We believe that all children should feel happy, safe and valued in order that they gain a respectful and caring attitude towards each other and the local and global environment. We are committed to work together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning.

1. This Accessibility Plan has been developed and written after consultation with parents, pupils, staff and Governors of our school, from information supplied by the local authority as well as advice provided by specialists and consultants of other outside agencies. This document will be used to advise other school planning documents and policies. Progress and outcomes will be reported annually. A projected plan for the three year period ahead of the next review date is appended to, and should be read in conjunction with, this document.
2. The Accessibility Plan is structured to complement and support our Equality Objectives. The Local Authority will monitor our activities under the Equality Act

2010 (and in particular Schedule 10 regarding accessibility) and will advise upon our compliance with that duty.

3. We are committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their 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 within our school.
4. The Accessibility Plan indicates how access is to be improved for disabled pupils, staff and visitors within a certain timeframe. It anticipates the need to make reasonable adjustments to accommodate their needs wherever practicable.

The Accessibility Plan contains relevant and timely actions:

- Improve and maintain access to the physical environment of the school adding specialist facilities as necessary - this covers improvements to the physical environment of the school as well as the provision of physical aids to access education within a reasonable timeframe.
- 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 the able bodied pupils - if the school fails to do this we are in breach of our duty under the Equalities Action 2010. This will cover teaching and learning and the wider curriculum of the school such as participation in after school activities, leisure and cultural activities and school visits. It will also cover the provision of specialist or auxiliary aids and equipment which may assist these pupils in accessing the curriculum within a reasonable timeframe.
- Improve delivery of written information to pupils, parents, staff and visitors with disabilities; examples include hand-outs, timetables, textbooks and information about the school and school events. The information will be made available in various preferred formats within a reasonable timeframe.

5. The Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
6. We will undertake whole school training to ensure continuing awareness for both staff and Governors on equality issues relating to the Equality Act 2010.

7. The Accessibility Plan should be read in conjunction with the following:
  - Asset Management Plan
  - Behaviour Policy
  - Curriculum Planning
  - Critical Incident Support Plan
  - Equal Opportunities
  - Equality Policy
  - Health and Safety Policy
  - School Prospectus
  - School Development Planning
  - Special Education Needs Policy
  - Staff Development Policy
  
8. The Accessibility Plan for physical accessibility relates to the Access Audit of the School which remains the responsibility of the 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 carried out at the end of the planning period in order to develop an ongoing Accessibility Plan.
  
9. Equality Impact Assessment will be undertaken as and when the 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. At Bishop Bridgeman CE Primary School the plan will be reviewed by the resources Committee and will be monitored by the Headteacher and evaluated by the resources Committee. The current plan is appended to this document.
  
12. Bishop Bridgeman CE Primary School will work in partnership with the Local Authority 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.

**Reviewed:** November 2014

**Next Review Date:** November 2015

## **Aims and Objectives**

Our aims are:

1. Increase access to the curriculum for pupils with a disability
2. Improve and maintain access to the physical environment
3. Improve the delivery of written information/communications to pupils

Our objectives are outlined in the Action Plan appended to this document.

## **Current Good Practice**

Disability information on existing pupils is updated annually when the personal contact details are reviewed/updated by parents and carers at the beginning of each academic year. Information on disability of new pupils is captured on entry/application forms. Easy access to the Inclusion Manager/Learning Mentor for parents needing help and advice assists in the early identification of potential disability or health conditions.

## **Physical Environment**

Disabled pupils participate in extra-curricular activities. Some aspects of extra-curricular activities present particular challenges, for example lunch and break times for pupils with social/interaction impairments, after school clubs for pupils with physical impairments, school trips for pupils with medical needs, at Bishop Bridgeman we strive to meet the challenges and provide for all pupils. There are very no parts of the school to which disabled pupils are restricted following the building development and installation of a wheelchair lift.

## **Curriculum**

There are areas of the curriculum to which disabled pupils have limited or no access. Some areas of the curriculum present particular challenges for example PE for children who have a physical impairment, science and technology for those with a sensory impairment or humanities for pupils with learning difficulties. Other issues such as bullying, peer relationships, medication policies, personal care provision or lack of role models or images of disabled people may affect the participation of disabled pupils.

## **Information**

Different forms of communication are made available to enable all disabled pupils to express their views and to hear the views of others. Access to information is planned with a range of different formats available for disabled pupils, parent and staff.

## **Initial Accessibility Audit**

An initial accessibility audit has already been carried out and the findings are as follows:

- All ingress/egress to school is either level or ramped with wide door access.
- Both school halls/dining areas are on the ground floor and accessible to all.
- A lift which can accommodate a wheelchair is available to the first floor (fully maintained by outside contractor). Staff training (as appropriate) on the safe use of this lift is reviewed annually.
- Disabled toilets facilities fitted with handrail and emergency pull cord are available on both floors. Lifting gear in downstairs disabled toilet. Additional (specialist) toilet facilities in EYFS.
- Internal emergency signage and escape routes are clearly marked (including a refuge area for wheelchair users).
- On site car parking for staff and visitors includes a dedicated disabled parking bay.

## **Management, Co-ordination and Implementation**

As part of the on-going management, co-ordination and implementation of Accessibility Policy Bishop Bridgeman CE Primary School will consult with experts when new situations regarding pupils with disabilities arise.

The Governors and Senior Leadership Team will work closely with the Local Authority and the Diocese.