



ST MARY'S
CATHOLIC PRIMARY SCHOOL

ACCESSIBILITY POLICY

September 2022

Part of the Nicholas Postgate Catholic Academy Trust

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Approved by:	Mrs A. Kirby
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Aims of the Accessibility Plan

This plan outlines how St Mary's Catholic Primary School aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the curriculum.
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The governing board also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Pupils' parents.
- The Headteacher and other relevant members of staff.
- Governors.
- External partners.

This plan is reviewed every three years to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone refurbishment.

The Accessibility Audit

The SLT board will undertake an annual Accessibility Audit.

The audit will cover the following three areas:

- **Access to the curriculum** – the SLT will assess the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers.
- **Access to the physical environment** – the SLT will assess the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers.
- **Access to information** – the SLT will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.

When conducting the audit, the SLT will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- **Ambulatory disabilities** – this includes pupils who use a wheelchair or mobility aid.
- **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired.
- **Visual disabilities** – this includes those with visual impairments and sensitivities.
- **Auditory disabilities** – this includes those with hearing impairments and sensitivities.
- **Comprehension** – this includes hidden disabilities, such as autism and dyslexia.

The findings from the audit will be used to identify short, medium and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents.

The actions that will be undertaken are detailed in the following sections of this document

Planning duty 1: Curriculum

Target	Actions	Staff	Timescale	Review
The curriculum is fully accessible to all learners.	Review of the curriculum and audit of curriculum areas.	Headteacher, teachers, SENDCO	Ongoing	Ongoing as part of the SEND Action Plan
Teachers and non teaching staff have the necessary training to teach and support pupils with a range of needs.	Staff audit of knowledge and skills. Appropriate CPD organised to upskill staff in any identified areas. SENDCo to organise appropriate training when a pupil with specific difficulties attends the school.	SENDCo	Ongoing	Ongoing as part of the SEND Action Plan.
Effective provision is in place for those children with additional needs, disabilities and mental health difficulties, to help minimise barriers to their learning.	SENDCo attendance at external CPD. Staff in-house CPD. Review of current provision. Equipment purchased to support those children.	SENDCo Teaching Staff.	Ongoing - review termly.	SEND Support Plans and the provisions identified are reviewed termly. Children with Education, Health and Plans provision is reviewed termly and their plan is reviewed with all stakeholders annually.
All extra-curricular activities are planned to ensure that they are accessible to all children.	Review all extra-curricular activities to ensure they are accessible.	Headteacher SENDCo Teaching Staff	Ongoing	Ongoing due to changing activities.

Planning duty 2: Physical Environment

Target	Actions	Staff	Timescale	Review
Ensure the school is accessible and meets the needs of all stakeholders.	Audit of physical environment. Ensure that the newly fitted external doors are wheelchair friendly.	Caretaker, Headteacher, SENDCo	Spring 2023	End of Spring 2023
Review lunchtime arrangements (eg room use) to ensure that pupils with additional needs (eg ASD, Attachment Disorder, Mental Health Difficulties) have their needs met.	Audit of lunchtime arrangements.	SENDCo Headteacher Teaching staff Support Assistants Lunchtime supervisors	Autumn 2022	Summer 2023
The medical needs of all pupils are met fully within the capability of the school.	Ensure all paperwork is completed and returned by parents. Ongoing communication with parents. Ensure all staff are aware of medical needs within school at regular staff briefings. Liaise with external agencies where necessary. Ensure first-aiders are up to date with relevant training.	First-aiders All staff	Ongoing.	Ongoing and reviewed regularly.

Permission to drive into the school premises is given to those parents who require them.	Parents are aware that these can be obtained, as long as they can provide appropriate supporting evidence (eg a blue badge).	Headteacher Office Staff	Ongoing	Annually
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Planning duty 3: Information

Target	Actions	Staff	Timescale	Review
School information is accessible to all.	Audit of information available (and different formats) and delivery procedures to ensure all families are being reached. Migrate and introduce Arbor and Parent Pay.	Headteacher SLT Arbor Champion	Ongoing	Summer 2023

Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary.

It will be approved by the Executive Headteacher and Head of School.

Policy start date: September 2022

Date of next review: September 2025

Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk Assessments
- Health and safety policy
- Single Equality Scheme
- Special educational needs (SEN) information report
- Supporting pupils with medical conditions policy