

## Accessibility Plan and Disability Equality Policy

### **Value Statement (who we are):**

Coombe Hill Infants' School is an inclusive, community school with a strong tradition of mutual respect and tolerance within a nurturing family environment.

We provide an outstanding education for all children.

### **Vision Statement (what we strive for):**

Our vision is to develop strong minds, bodies and spirit in preparation for life. We sow the seeds of curiosity, enthusiasm and resilience to ensure all children continue to delight in their lifelong love of learning.

Statutory: Updated annually/ Approved 3 yearly

Responsibility: Janet Berry

Written: October 2020

Reviewed: October 2020

Reviewed by: Janet Berry

Next review Date: October 2023

Governor Committee: Community, Children & Safeguarding Committee

## **“Safeguarding is everyone’s responsibility”**

Coombe Hill Infants' School complies with the relevant legal duties as set out in the Equality Act 2010 and the Human Rights Act 1998; we promote equality of opportunity and take positive steps to prevent any form of discrimination, either direct or indirect, against those with protected characteristics in all aspects of our work.

## **Coombe Hill Infants' School Accessibility Plan and Disability Equality Scheme**

### **The main priorities in the school's plan**

The Accessibility Plan should be read in conjunction with our SEND policy, SEND information plan, Health and safety policy, personal evacuation policy and School Development Plan. This plan outlines the proposals of the governing body of Coombe Hill Infants' School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

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

- The parents/carers of pupils
- The head teacher and other relevant members of staff
- Governors
- External partners

### **Rationale**

The Disability Discrimination Act (DDA), as amended by the SEN and Disability Act 2001, placed a duty on all schools and Local Authorities to plan to increase over time the accessibility of schools for disabled pupils, parents/ carers, staff and visitors and to implement their plans. The duty is an anticipatory one and means that the school should be looking to identify and remove barriers to learning and increase access, set out in an action plan will be updated annually to take into account the changing needs of the school and its children. It will be reviewed every 3 years.

This plan is for the period 2020- 2023.

Schools are required to produce written accessibility plans for their individual setting under the following headings:

- Access to the curriculum
- Access to the environment
- Access to information

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

- He or she has a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.
- Physical and Mental - The definition of mental and physical impairments includes a wide range of conditions, including concealed impairments such as Specific Literacy Difficulties Dyslexia, Autism, Speech, Language and Communication Needs (SLCN) and Attention Deficit Hyperactivity Disorder (ADHD).

The test of whether impairment affects normal day-to-day activity is whether it affects one of the following:

- Mobility
- Manual dexterity
- Physical coordination
- Continence
- Ability to lift
- carry or otherwise move everyday objects
- Speech, hearing or eyesight
- Memory or ability to concentrate, learn or understand
- Perception of risk of physical danger.

The definition of SEN includes many, but not necessarily all, disabled children; a disabled child has special educational needs if they have a disability and require additional or different provision to be made for them in order to be able to access the education which is available locally.

### **Our Vision**

We are committed to providing an environment that enables full curriculum access and 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 the school.

We strive to remove barriers to the progress of disabled pupils. We aim to give all children full access to the curriculum at school and to enable them to participate fully in school life.

The school's policies of SEND, Bullying and PSHE promote equality and respect for all.

We will also consider the needs of pupils who are carers of disabled parents and the needs of disabled parents.

### **Aims and objectives**

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, and facilities and associated services provided.
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

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

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.
- 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.

### **Disability Access and Admission**

The admission arrangements for a pupil with disabilities are as follows:-

- Extensive liaison would occur in order to take reasonable steps to ensure that the child is fully included and has access to all areas of the curriculum, unless it is judged unsafe, in the light of the Equality Act 2010. A joint placement might also be considered. "Reasonable steps" is understood primarily to refer to the policies, procedures and practices of the school.
- Consideration would be given to ensure that sufficient appropriate support is available to enable equal opportunities for all.
- Within the constraints imposed by the school site and existing buildings, the school will take any reasonable physical adjustments to school buildings or provide auxiliary aids and services in line with the Equality Act 2010.
- All staff will receive appropriate training, guidance and support to meet the school's duties to disabled pupils.

### **Other considerations:**

- At Coombe Hill Infants ' School staff work flexibly to organise classrooms to enable sufficient access as necessary, working within Health and Safety guidelines.
- Due to the sloping nature of the school site, at present the access ramp to the main playground area is too steep for a self-propelled powered wheelchair. The gradient of a main internal ramp has also been assessed as too steep to be used by a powered wheelchair safely. However during recent building works a new external ramp of the appropriate gradient has been installed that links the Lower Bay to the main hall.
- Through Assemblies and visitors, disability awareness is promoted in the curriculum.
- When arranging trips out, special attention is given to meeting the needs of a child with disabilities. These needs will be highlighted on the risk assessment for the trip.
- If a pupil is absent from school for extended periods, then liaison with parents and relevant personnel from the health authority will take place in order to maintain access to the curriculum that is as similar as possible to that being covered in school.
- Whole school training recognises the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.
- Special parking/dropping off/picking up arrangements can be made for parents of children with disabilities or parents who have disabilities in consultation with the Head teacher.
- Displays are backed on natural materials to improve access for visually impaired children or children with sensory needs.
- We have dedicated disabled toilets
- Additional teaching aids and equipment are available for instance; visual timetables, reading lays, sensory cushions, weighted cushions, sand timers, fiddle gadgets etc.

**Head Teacher: Janet Berry**

**SENCO/Inclusion Manager: Jacqueline Heard**

**Governor with responsibility for SEN: Miranda Sinclair**

**Policy Updated: October 2020**

**Next Review: October 2023**

## ACCESSIBILITY PLAN 2020/21

In line with local and government guidance regarding COVID-19, specific accessibility arrangements have been made for all children in regards to access to the curriculum, the environment and information. This will enable us to make school a safe space, minimising risks to Coronavirus infection.

Please also read this plan in conjunction with our whole school COVID risk assessment, our visitors risk assessment and online learning procedures. All of which can be found on our website.

### A. Access to the curriculum

<u>Target</u>	<u>Responsibility</u>	<u>Strategy</u>	<u>Resources</u>	<u>Timescale</u>	<u>Outcomes</u>
All children on the SEND Register to have a provision map – regularly updated/costed	Class teachers SENCO Head SLT Bursar	Update and analyse and cost provision map regularly	Allocated time for SENCO (Inclusion Manager and Bursar  Edukey provision mapping	PLP's reviewed termly	Provision map up to date and forms a key part of the planning process for all pupils
To regularly review attainment and progress of all pupils with disabilities	Class teachers SENCO Head SLT Parents	Ensure PLP's are carefully constructed to ensure good progress and attainment for children with disabilities  Liaise effectively with parents	Provision mapping - Edukey, SIMS data, regular tracking meetings with SLT	Termly	High expectations for all.
Training for staff in identification and teaching of children with any additional needs: • Speech & Language and social communication needs • Behaviour support • Occupational Therapy • Visual or Hearing impairment • & any other SEND needs	SENCO Head SLT Local authority	Staff to attend relevant training and support; Support from appropriate external agencies; Outreach support from specialist provisions within Borough	Training Time. Funding for training/ funding for supply cover to enable staff to go to training/ discuss with professionals/ outreach support	Ongoing	Support staff/ teachers receive appropriate training and use this to improve their practice/ understanding of these conditions.
Training for all staff in line with any new initiatives & updates - SEND code of practice	SENCO Head SLT Local authority	Training organised by SENCO (Inclusion Manager) as needed	Training Time/funding	Ongoing	All staff updated and familiar with any new requirements and how best to implement them.
Classrooms are organised to promote	Class teachers Head SENCO	Areas set out for children, visual timetables in	School budget	Ongoing	Disabled pupils feel safe and are supported

participation & independence of all pupils		every room, natural board backgrounds.			
Risk Assessments enable children with disabilities full access to activities/outings	Class teachers Head SENCO	Ongoing training in this area. Advice sought from external agencies if appropriate. Extra staff on trips if needed.	Time for staff to risk assess activities/outings. Budget allows for extra staff if needed	Ongoing	Children with disabilities access school trips/ special events safely and are fully included

## B. Access to the environment

<u>Target</u>	<u>Responsibility</u>	<u>Strategy</u>	<u>Resources</u>	<u>Time scale</u>	<u>Outcomes</u>
<b>Physical Environment of school is improved to increase access for disabled members of the school community</b>	Head SLT SENCO Site team	Improve access to classrooms in the older part of the school from outside.	School budget/ Local authority funding	Long Term: In response to need. As part of any building project.	Enable access to all classroom from outside for children in self-propelled wheelchair
	Head SLT SENCO Site team	Improve/ update disabled toilet to provide a purpose built changing area	School budget	Long Term: In response to need. As part of any building project.	School to have purpose built changing area
	Head SLT SENCO Site team	Improve access to adventure playground for children with disability (at present not fully accessible for children in self-propelled wheelchair) & maintain non-slip surface	School Budget	Long Term: In response to need. As part of any building project.	Adventure playground to be fully accessible for those in a self-propelled wheelchair. Monitor and maintain mulch surface
	Head SLT SENCO All staff Site team	Corridors and routes, esp fire exits are clear of obstacles	All staff vigilant	On-going	Clear access - safer surroundings lead to fewer accidents
	Head SLT SENCO All staff Site team	Resources in Log Cabin/school garden/outside play areas improved to benefit and include disabled	School budget/ School's Access initiatives	Ongoing as needed	Disabled pupils have good access to resources to promote inclusion at playtimes and in outdoor areas
	Head SLT SENCO All staff Site team	Any modifications and improvements to school buildings to take into account the needs of disabled children	Local Authority Funding/ School budget	Long Term: In response to need. As part of any building project.	School buildings and school site to be made more accessible for disabled pupils & members of the school community.

### C. Access to information

<u>Target</u>	<u>Responsibility</u>	<u>Strategy</u>	<u>Resources</u>	<u>Timescale</u>	<u>Outcomes</u>
School to find more efficient ways to communicate with children and parents, when not at school	Head SENCO Office staff IT technicians Bursar	Weekly emails Tapestry in reception and year 1 Google classroom for year 2 Google chrome books for staff and children Google questionnaires	Google Chrome books	2020 - 2021	All children and parents will have access to the information they need in order to access learning.
Make available school prospectus, newsletters etc. in alternative formats	Head SENCO Office staff	Review and promote availability as required	Photocopier Printer Enlarge text if needed Different coloured paper	Ongoing as needed	Improved delivery of information
Improve access to website for children and parents with a disability	SENCO Head SLT Head of IT	Review and seek advice from experts in this field. Consult with parents & children with a disability	Time allocated.	Ongoing as needed	Website to be accessible to all.
To get specially adapted headphones/computer keyboards or any other aid as required to meet the needs of any pupil with a disability.	SENCO Head SLT Head of IT	Review needs of any pupil with a disability. Get professional advice  Make all computers touchscreen	School budget	2020	All pupils with a disability to have access to any aids needed to help them to access their learning.