

Welwyn St Mary's Primary School

Believe and Achieve



Accessibility Plan

Frequency of review (unless there are changes to legislation)	Every 4 years
Author	Governing Body
Reviewed by staff	May 2023
Approved by governors	24 th May 2023
Date of next review	May 2027

Introduction

The Equality Act, 2010 replaced all existing equality legislation, including the Disability Discrimination Act 1995.

It is a requirement of The Equality Act 2010 for schools to provide an Accessibility Plan

This plan sets out the proposal of the Governing Body to increase access to education for disabled pupils. The Governing Body have three key duties towards pupils with disabilities:

1. not to treat disabled pupils less favourably for a reason related to their disability;
2. to make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
3. to plan to increase access to education for disabled pupils.

Aims of the Accessibility Plan

This plan outlines how, through audit and action plan, Welwyn St Marys Primary School aims to improve access to education for pupils with disabilities as required by the Children and Families Act 2014 and the Equality Act 2010.

For reference, a person has a disability if 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 and access the curriculum.
- Improve the physical environment of the school to enable pupils with disabilities to take the best advantage of the school setting.
- Improve the availability of accessible information to pupils with disabilities.

The outcomes of an accessibility audit are to be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils'

disabilities and the views of relevant professionals, the SLT, Governors, parents and pupils.

The SLT and governing board also recognises its responsibilities towards employees and visitors 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 and visitors with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable visitors and employees appropriate access the school setting.

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

- Parents.
- The headteacher and the SLT.
- 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 to be reviewed where the school has undergone any refurbishment.

The accessibility audit:

1.1. The SLT and governing board will undertake regular annual Accessibility Audits.

1.2. The audit will cover the following three areas:

- Access to the curriculum - the Governing Board 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 Governing Board 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 Governing Board will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.

1.3. When conducting the audit, the Governing Board will take consideration of, 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

1.4. The findings from the audit will be used to identify actions to address specific gaps and improve accessibility.

1.5. All identified actions will be carried out in a reasonable timeframe to ensure the best practical level of accessibility is provided.

1.6. Actions that are to be undertaken are detailed in the following sections of this document.

Accessibility Plan

Access to the Curriculum

Target or Audit Item	Who	Timescale	Notes	Completed By
To ensure the IWB screens are dyslexia friendly e.g. use a coloured background rather than bright white.	SLT SENCo Class teachers	Autumn term 2023	Share target with staff. Staff to facilitate the change. Whole school songs to do as we go along.	Teachers
To continue to provide and adapt planning and resources to suit the individual needs of our pupils	Class teachers. TAs SENCo	On-going	Through provision maps, targeted support and other resources. Maths manipulatives to be available as well as word cards, phonic charts etc.	Teachers and TAs

Access to the Physical Environment

Target or Audit Item	Who	Timescale	Notes	Completed By
21	SLT	Termly	Review of all school users' needs to full access tot the built environment	Head
21	Facilities Mangement	6 months	Provide level access to Gym for wheelchair users via quad.	

Access to Information

Target or Audit Item	Who	Timescale	Notes	Completed By
Arrangements for providing adaptive materials if requested or needed e.g. large print.	Office manager Head teacher	On-going	Be able to enlarge version of visitor information e.g. safeguarding information to provide on requested.	Office staff
Investigate the use of Atbar which is an Accessibility Toolbar for our website.	Office team	Autumn term 2023	Provide Atbar on our website as an accessibility if cost and ease of implementation are fine.	Office staff