

**St John's Church of England
Primary School
Disability Equality Scheme and Accessibility Action
Plan 2018 - 2021**



*"for you are all one in Christ Jesus"
Galatians 3.28*

Key Contact Personnel in School

Designated Lead (s):

Named Governor with lead responsibility:

Date written: 7th February 2018

Date updated:

Date agreed and ratified by Governing Body:

Date of next review:

This policy will be reviewed at least annually, and following any concerns and/or updates to national and local guidance or procedure

Disability Equality Scheme and Accessibility Action Plan 2018 - 2021

St John's Church of England Primary School is committed to ensuring equal treatment of all its children with any form of disability and will ensure that people with disabilities are not treated less favourably in any procedures, practices and service delivery.

We aim to develop a culture of inclusion and diversity in which children with disabilities are able to participate fully in school life. The achievement of children with disabilities will be monitored and this data will be used to raise standards and ensure inclusive teaching. Reasonable adjustments will be made to make sure that the whole school environment is as accessible as possible. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the school.

Definition of disability

A person is regarded as having a disability under The Equality Act 2010 where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out day-to-day activities.

Aims

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, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, parents and carers, to the pupils, parents and carers 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 parents, carers and pupil. In the preparation of an accessibility strategy, the local authority must have regard to the need to allocate adequate resources in the implementation of the strategy.

General Duties

We will actively seek to:

- Promote equality of opportunity between people with disabilities and other persons. Eliminate discrimination that is unlawful under the Act.
- Eliminate harassment of people with disabilities that is related to their disabilities.
- Promote positive attitudes towards people with disabilities.
- Encourage participation by people with disabilities in public life. It is also important to respect the wishes of children with disabilities so that they do not feel pushed into activities they do not wish to take part in.
- Take steps to take account of the different disabilities that people have, even where that involves treating disabled persons more favourably than other persons.

Specific Duty

The production of the Accessibility / Disability Equality Plan provides a framework for integrating disability equality into all aspects of school life. The specific actions currently being taken include:

Individual Provision Maps (if needed) and Annual Reviews with SEN children/parents using Assess, Plan, do and Review.

Meeting with parents at consultation evenings at least twice a year and written reports annually.

St John's Church of England Primary School developing opportunities for children with disabilities by:

- Including children and parents/carers in review meetings
- Including children and parents/carers in school questionnaires
- Class teachers discussing issues regularly with children (via PHSE and SEAL project)
- Including children's views as voiced by their class representatives

Children with disabilities are included fully in normal school life. However, as with all children, risk assessments will be undertaken to ensure the safety of all participants in any activity.

- Making appropriate use of the LIFT which was installed to ensure equality for all.
- Promoting positive attitudes towards people with disabilities
- Ensuring displays and resources reflect diversity
- The curriculum positively promoting difference
- Teachers taking into account Individual provision maps when planning lessons

- Use of outside agencies to support staff training

St John's Church of England Primary School removes barriers to learning by:

- Not excluding children with disabilities from school trips unless a full risk assessment indicates that participation should not take place. Additional staff are allocated to accompany solely those children with specific needs. Wheelchair access bus/coach transport is used if required. Risk assessments are carried out for chosen trip locations.
- Having appropriate seating and desk support available to provide necessary back support where required (Move and Sit cushions, ear defenders etc).
- Operating a Teaching and Learning Policy that requires all lessons to be differentiated to accommodate the capabilities and disabilities of children. Teachers are provided with information specific to individual children.
- Ensuring children with disabilities have access to extra curricula activities.
- Should it become necessary, Braille signs for visually impaired children will be installed.
- Should it become necessary, a sound loop for hearing impaired children will be installed.
- Using coloured backgrounds on Interactive Whiteboards to aid children with dyslexic type difficulties.
- Teachers adapting, where possible, resources and techniques to suit a wide range of learners.
- All children having equal access to resources. Provision is made for all abilities and specialised resources are available for SEN children.
- Following SATs guidelines to ensure that children with disabilities have the same opportunities as their peers.
- We have an 'in house' Speech and Language Therapist
- Having strong links with external partners e.g. Advisers, Specialist Teaching Service, Early Help, Social Care, Health Service.

Access

- Ensuring that all areas of the curriculum can be delivered from all classrooms.
- There is a disabled toilet available in the school.
- There is a ramp leading up to the main entrance of the school and hall and a lift inside enabling all parts of the school to be accessible.
- Fully functioning LIFT to enable full access to upstairs classrooms and the library.
- Parents are not permitted to park at the school but there is a facility for children to be dropped off in disabled parking at the front of the school if there is an accessibility need.

- Events for parents/carers such as open evenings, meetings with teachers are held in accessible parts of the school.

Impact Assessment

St John's Church of England Primary School undertakes Disability Equality Impact Assessments through two specific activities:

The school will use existing procedures for reviewing the impact of provision for children with disabilities e.g. Provision mapping with Assess, Plan, do and review and Annual Reviews.

External validation e.g. Parent questionnaires.

The Governing Body

Governing Body meetings will be held in locations that are accessible to people with disabilities when the need arises. Parents and children are made aware of how the Governing Body contributes to the life of the school through the school website and newsletters.

The School and Governors consult with parents/carers through questionnaires.

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.

What disability data is currently collected?

St John's Church of England Primary School currently collects the following disability data (qualitative and quantitative) For all children, including those with additional needs:-

- Admission forms
- The total number of children with disabilities
- Home and contact details
- Outcomes of lesson observations in place to ensure that there is a consistent process for monitoring all teaching.

For children with additional needs:

- SEN Provision Maps

Plan written 07/02/2018

- Plan, Assess, Do and Review
- Annual Reviews
- SEN Register
- Integration of children with disabilities including access to the curriculum.

For staff:

- The total number of disabled staff
- Number of appointments of disabled staff

Reviewing and monitoring

The above data is reported to a number of bodies such as:

- Governing body
- School Leadership Team
- Local Authority.

This plan will be resources, implemented, reviewed and revised regularly in consultation with:

- Parents, carers and pupils
- The head teacher and other relevant members of staff
- Governing Body
- External partners

This plan is reviewed annually to take into account the changing needs of the school and its pupils.