

WROXALL PRIMARY SCHOOL



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Accessibility Plan 2022

Date policy last reviewed: June 2022.

Next due for review in June 2025

Signed by:

 Headteacher Date: _____

 Chair of governors Date: _____

Revision Record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	January 2022	IB/BP/ LT	FGB	Plan first initiated
2	June 2022	BP/LT/ JJ		Action plan reviewed & updated

Introduction

Schools generally want to be fully inclusive, but sometimes are not sure what things need to be considered and may not have much guidance or information. As a local provider of education we want to ensure that we are providing the best possible access to learning at Wroxall Primary School. To ensure that we achieve this we undertake a self-assessment and action plan on a 3 yearly basis or as required.

Statement of intent

This self-assessment and action plan outlines the proposals of the governing body of Wroxall Primary School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has 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 self-assessment and action 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, 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 parents/carers and pupil. 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.

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

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

This plan is reviewed 3 yearly or as required to take into account the changing needs of the schools and its pupils, staff or visitors, and where the school has undergone a refurbishment.

How the self-assessment works

We look at how inclusive we are by identifying how we are performing against each of the thirteen areas below and rank them according to achievement and progress. We then discuss our initial findings with staff, governors, and the school council. Areas that are identified as red or amber are priority areas for action and are progressed by using an action plan which is monitored by governors and the senior leadership team and can be found as an appendix to the policy. However, we are not complacent, areas that are identified as either green or super green are also monitored to ensure that we maintain or improve those levels.

Achievements are highlighted as follows:

Red	Amber	Green	Super green
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**See additional comments in italics*

• Self-assessment – how inclusive is your school?

Date: 29/06/2022

	Red	Amber	Green	Super Green
Inclusion/ exclusion	Disabled young people are actively or passively excluded e.g. parents being told that the activity is not suitable	Disabled young people are included, but actively not adapted to optimise involvement. Needs of disabled young people not adequately considered or planned for.	Disabled young people are included and activity adapted, when required, to optimise involvement Needs of disabled young people considered and planned for <i>*Not fully tested against all forms of disability in line with the current needs of pupils / staff & visitors.</i>	Pro-active approach to including disabled young people by all staff Effective inclusion plans in place and in regular use by all staff
Policies & procedures	No recognition of inclusion in policies or procedures.	Recognition of inclusion policies in place but no evidence of implementation.	All staff aware of and implement inclusion policies	Staff contribute to reviewing and up-dating inclusion policies. Staff, parents and disabled young people contribute to reviewing and updating inclusion policies
Safeguarding	Safeguarding or child protection policies not in place or up to date Staff unaware of procedures or protocols DBS checks not done for any or many staff	Safeguarding and child protection policies in place, but not universally adhered to Inconsistent staff awareness of procedures and protocols DBS check are completed for some staff	Safeguarding and child protection policies in place, adhered to and regularly updated Staff aware of procedures and protocols DBS checks are completed for all staff Management mindful of safer recruiting legislation School committed to keeping young people safe	Safeguarding and child protection policies in place, actively adhered to and regularly Staff aware and adhere to procedures and protocols. DBS checks are completed for all staff and are regularly updated and monitored. All staff mindful of safer recruiting School and all staff are committed to keeping young people safe
Risk management	No recognition of inclusion aspects in risk assessment	Staff consider ways to work with disabled young people with specific individual needs on arrival and manage risks accordingly	Prior to arrival risk assessments are discussed with the disabled young people and their parent(s)/guardians and are managed accordingly	Dynamic individual risk assessments are done for high risk users prior to arrival Standard risk assessments include specifics of working with people both with physical and learning difficulties Strategies are recorded for managing groups with challenging behaviour

	Red	Amber	Green	Super Green
Wheelchair accessibility	No access to building or surrounding/outside areas for wheelchair users No accessible toilets available	Limited access to building or surrounding/outside areas for wheelchair users *SEE ACTION PLAN Room layouts restrict manoeuvrability Accessible toilet available Some doors can be opened independently by wheelchair users	Good access to building or surrounding/outside areas for wheelchair users Room layout provide reasonable to good manoeuvrability Accessible toilets are available Most doors can be opened independently by wheelchair users	All areas are fully accessible for wheelchair users Room layouts provide excellent manoeuvrability Accessible toilets with changing tables and hoists are available All doors can be opened independently by wheelchair users
General accessibility	Environment not suitable for physical and sensory difficulties (e.g. no ramps, signage, induction loops)	Some disabled young people's specific physical and sensory needs are met	Most disabled young people's specific physical and sensory needs are met. Visual and aural support available *SEE ACTION PLAN	All disabled young peoples specific physical and sensory needs are met Sound absorbing resources, visual and aural support available Raised letter signage/Braille throughout facilities Fully functional hearing systems in place where appropriate
Promotion	No positive images of disabled people or other groups within school promotional materials No mention of site/activity accessibility within promotional materials	Limited images of disabled people within in promotional materials Limited site/activity accessibility information is included within promotional materials *SEE ACTION PLAN Promotional material only available in standard paper format	Some positive images of disabled people within promotional materials Site/activity accessibility information is included within promotional materials Promotional materials available in other formats if requested in advance Concessions available (e.g. Carers go Free Policy)	Many positive images of disabled people within promotional materials Site/activity accessibility information easy to find in promotional materials Promotional materials are presented in an accessible, easy to understand way Promotional materials readily available in other formats (e.g. website) Concessions actively promoted (e.g. Carers go free policy)
Community / partnership working	No work with outside agencies (e.g. schools and support workers)	Infrequent working with outside agencies; only when requested by customer or agency.	Regularly working with outside agencies to support staff and develop their skills as and when required.	Regularly working with many outside agencies to support staff and develop their skills in a proactive manner. Empowers staff to share their skills and knowledge with others. Signpost parents to outside agencies.

	Red	Amber	Green	Super Green
Participation	School does not seek or take account of feedback from disabled young people or parents Feedback that is provided has no influence on practice or policy School does not liaise with disabled young people or parents	School takes feedback from disabled and of other groups of young people when it is offered There is no organised process for collection of feedback Feedback is used to influence selected elements of practice Some communication (formal and informal) with disabled young people and parents to identify individual needs *SEE ACTION PLAN	School encourages disabled young people and parents to provide feedback and consult on all aspects of provision There is an organised process for consultation Feedback is used frequently to adapt practice and policy as required Regular communication with disabled young people and parents to share information and to jointly plan for the needs of the young person (methods include both formal and informal conversations)	Disabled young people and parents are involved in all aspects of the design, assessments and evaluation of practice, delivery and policy Feedback is sought via a wide range of creative and inclusive consultation and is published in all appropriate methods Feedback is constantly used to adapt practice and policy Pro-actively involving disabled young people and parents through regular communication (e.g. home visits and support groups)
Staff training /approachability	Staff receive no disability awareness training	Some staff receive disability awareness training Staff generally display a positive attitude towards inclusion	All staff receive disability awareness training Staff are friendly and approachable and work towards finding positive solutions for everyone to ensure involvement	Specific training offered to staff which includes condition specific training to meet the individual needs of the people attending. Staff are friendly and approachable and work towards finding positive solutions before issues arise. All staff are regularly trained and certificates are kept up to date.
Communication / visual support	No evidence of visual support available (e.g. picture cues, Makaton, use of props).	Inconsistent use of visual support, used only as a resource for individual young people. Staff have limited awareness of alternative communication systems available. *SEE ACTION PLAN	Consistently, clearly labelled and well presented use of visual support. Makaton available and used during sessions. Staff have good knowledge of alternative communication systems available.	Range of visual support in place (variety of visual aids resources available and used). Evidence of signing environment. Staff have excellent knowledge of alternative communication systems available. Environment adapted to suit child's needs e.g. low distraction areas/ Sensory Room

	Red	Amber	Green	Super Green
Autism / Asperger's awareness	No awareness or understanding of young people with autistic spectrum disorder (ASD)	Staff have some awareness of ASD	Some staff have received ASD awareness training Staff use a variety of approaches to meet the needs of young people with ASD Consideration given prior to sessions on how to reduce potential anxiety of young people with ASD when running activities	All staff have received ASD awareness training Activities delivered in a way that considers different users specific needs Consideration and implementation of inclusion methods specific to young people with ASD (provided by parents prior to sessions), on how to reduce potential anxiety of individuals
Curriculum Access	School trips do not take into account the needs of all children	School trips take into account the needs of a small percentage of children. Accessibility is unclear. Separate risk assessments have not been considered for pupils.	School trips take into account the needs of the majority of children. Accessibility is incorporated in planning process. Separate risk assessment have been considered for pupils.	½ day, day and residential trips take into account the range of needs of all learners. Accessibility is clear. Separate risk assessment for pupils is in place where necessary.

• Action Plan 2022-2025

Area	Issue	Action	Outcome	Lead	Date
Promotion	Different formats of promotional material are not currently available Current promotional material does not include accessibility statement	Offer of alternative formats to be added to all promotional material & produced as required (Large print/recorded) Add accessibility statement to new leaflet, brochure & Website	Alternative formats of promotional material is available as required Parents / visitors are aware of schools understanding of the accessibility issues	School Admin	30/09/2022
Communication/Visual Support	Embed understanding of alternative communication methods	Widgets symbols purchased but use not consistent across the school. Offer update on use and monitor use across the school Explore providing Makaton resource within school	All staff are confident & consistent in the use of additional resources A % of staff are Makaton trained	Inclusion Lead	21/10/2022 16/12/2022
Participation	Disabled users feedback not being specifically sought	Add specific questions to Parental Survey questionnaire Inclusion Lead to offer drop in Coffee Mornings to parents ' carers of SEND pupils.	Specific feedback is used to inform practice & provision	HT/ Inclusion Lead	Annually

Wheelchair Accessibility	At self-assessment it was identified that several doors in the main building are difficult to open for wheelchair users and classroom doors to the main playground have a high step.	While the school is not legally obliged to make immediate changes, this will be considered in any future building work Consider the use of portable ramps if required	All opportunities are identified and utilised to improve disabled access. Wheelchair access will be improved.	HT / Caretaker	Ongoing
	The main door into the school used by pupils is not accessible for wheelchair users (too narrow/ tight turn/ high step	To ensure a full plan is in place to mitigate the access issues identified and ensure staff are aware of the alternatives to ensure smooth and safe access is available if required	Alternative access into a specific area of the school is identified, planned for and immediately available & known to all staff.	HT/ SBM	21/10/2022
	The Disabled Toilet in the main building requires clearing out (Partly being used as a Storeroom)	Disabled Toilet (main building) to be cleared out and items stored removed	The Disabled Toilet will be fully accessible & welcoming for any user, at any time	Caretaker	30/09/2022

1 Related Documents

- Behaviour Policy
- Child Protection Policy
- CPD Staff Logs
- Equality Impact Assessment timetable
- Guidance on equality, Diversity and Governance
- Safeguarding policy
- School Improvement Plan
- SEN Policy & School Offer
- Single Equality Policy
- Staff Development Plan
- Teaching, Learning & Assessment Policy

2 Appendix

2.1 Glossary of Terms

• ASD	Autistic Spectrum Disorder
• Makaton	Language programme using signs and symbols to help people communicate
• Disability	a physical or mental condition that limits a person's movements, senses, or activities.
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