



## Accessibility Plan

Committee with oversight for this policy – Behaviour and Safety	
Policy to be approved by the Headteacher	
Policy last reviewed by the Behaviour and Safety Committee	07/10/2015
Policy last ratified by the Headteacher	07/10/2015
Policy / Document due for review	October 2019

## **Ravenor Primary School Accessibility Plan**

The main school building was opened in 2004, and the new building was opened in 2014. At the time of opening of each building, the construction and facilities management companies assured the Local Authority and the school that the facilities / buildings fully complied with current DDA regulations.

Training for staff in meeting the needs of pupils with disabilities is a regular part of our annual training programme. Good practice with issues relating to the disability of staff, parents and pupils are addressed, as and when the need has arisen.

We also routinely carry out risk assessments on staff and pupils who have disabilities. The SENCO is responsible for the needs of pupils and the Headteacher carries out risk assessments which relate to staff personal needs. Local Authority advice is sought as appropriate.

This Policy should be read in conjunction with the Equality Plan which was adopted by the Governing Body on 20/06/2012.

<b><u>Possible disability equality issue</u></b>	<b><u>Situation at present</u></b>	<b><u>Action/ Objective</u></b>	<b><u>Timescale</u></b>	<b><u>People involved</u></b>	<b><u>Monitoring</u></b>
Building & Environment	The buildings continue to comply with DDA regulations	Review clarity of our visual signage	Spring term 2016	SBM / HT / Site Manager	Governors
Curriculum	We endeavour to avoid choosing texts or presenting scenarios which discriminate, condone or portray stereotypes. We challenge stereotypes across the curriculum and encourage pupils to be open minded in their attitudes to disability specific portrayals.	<p>Ensure that all children are given access through intervention by both school staff and outside agencies.</p> <p>Ensure that reasonable adjustments are made for pupils who present challenging behaviour e.g. personalised learning, adjusted groupings and buddies</p>	<p>Annually in July</p> <p>Ongoing with annual review</p>	Teachers and TAs Input from outside agencies e.g. SALT, OT EP etc.	Inclusion leader (SENCO at reviews)
Achievement of pupils	Continue to promote raising attainment and progress in all year groups and for all groups of pupils	Continue to use gap analysis and other assessments to inform planning. Continue to provide additional support/ intervention and	Half termly	Teachers and TAs	Pupil progress meetings / HT / DHT/AHTs

		monitor progress.			
Sports	<p>We promote inclusion.</p> <p>All pupils are given an equal opportunity to participate in sports.</p> <p>We offer differentiated levels of activities and support if appropriate.</p>	<p>Continue to offer sports to all pupils.</p> <p>Continue to monitor attendance.</p>	Ongoing	Teachers and TAs,	List of pupil participants
After school and lunchtime Clubs	<p>We promote inclusion.</p> <p>All pupils are given an equal opportunity to participate in after school and lunch time clubs.</p>	<p>Continue to offer after school &amp; lunchtime clubs to all pupils.</p> <p>Continue to monitor attendance.</p>	Ongoing	Teachers and TAs	HT / DHT/P.E leader
Staffing - Recruitment	<p>All positions advertised are open to any applicant. Applications are judged strictly on merits according to the Local Authority recruitment guidance.</p> <p>Candidate's applications and their interviews are scored against relevant criteria. HR advice and participation in selection and appointment.</p>	<p>Ensure that all applications are judged on merit.</p>	Ongoing	Governors / HT	Governors / HT
Staffing -Pay	<p>All employees are paid in line with nationally agreed</p>	<p>Ensure that all staff are paid on the</p>	Ongoing	HT/ SBM / Governors	Governors

	pay scales.	correct scale.			
Use of supply staff	<p>We are reluctant to use supply agencies unless absolutely necessary.</p> <p>However when we have cause to use agencies we use those which supply suitably qualified teachers.</p> <p>Any choice is based on the teacher's relationships with pupils, ability to follow school policies and teaching ability.</p>	Ensure appropriate supply cover is obtained which promotes continuity and progression in pupil learning.	Ongoing	HT / DHT / Admin team	HT/Yr leaders and AHTs monitor performance
Students including work experience	Placements are encouraged for all students/ trainees.	Ensure that all students receive appropriate support and that trainees promote continuity and progression in pupil learning.	Ongoing	Student placement leader	Student placement leader
Outside agencies	All staff, either permanent or agency are equally welcome in our school.	Ensure that all pupils have access to appropriate support.	Ongoing	HT/ SENCO/ Teachers	HT / SENCO monitor performance
Governors	All positions in each category of Governor are open to all with the exception of the Local Authority Governors who are recommended via the	Ensure good quality governance.	Ongoing	HT / Chair of Governors	Governor annual self evaluation and development.

	<p>LA. If we have more governors than places then the needs of the school will be paramount.</p> <p>Succession planning is kept under regular review.</p>				
Policies	<p>School policies are regularly reviewed. We adopt Local Authority policies and procedures related to employment.</p>	<p>Ensure that all policies are considered and meet any statutory duty or guidance.</p> <p>Review the policy review timetable to ensure that all policies are reviewed in accordance with DfE requirements.</p>	Ongoing	Governors / HT / DHT and clerk to the Governing Body	Governor policy reviews
School Development Plan	<p>Issues related to disability are included where they are relevant.</p>	<p>Ensure the plan refers to equality objectives as appropriate.</p>	Ongoing	Governors / HT /SLT	Governors
Contact with parents	<p>The building is fully accessible for parents and easy access rooms can be used for meetings as needed.</p> <p>Newsletters are given to every family.</p>	<p>Continue to strive to involve both parents in every pupil's education. Extend our use of community languages to meet the needs of our changing</p>	<p>Ongoing</p> <p>Ongoing</p>	HT / Admin team / Teachers	File of letters on system & website

		community – translation service provided.  Further develop the school website to provide alternative means of access to school information.			
Uniform	Our uniform policy promotes inclusion of all groups.	Review uniform policy to ensure it meets the needs of the boys and girls on roll.	Annually when brochure is updated	HT  Parent Forum  School Council	Governors
Bullying	We challenge any pupil who espouses the view that people with disabilities are inferior in any way. This is challenged within our anti bullying policy and Behaviour Principles.  Pupils are taught about the importance of respecting other people and how to relate positively with people of all backgrounds.	Monitor behaviour records and adapt PSCHE curriculum and assembly content if necessary to challenge disability discrimination and teach ways of demonstrating equality.	Termly	HT / DHT / Behaviour Leader	HT / DHT
CPD	Continue our programme of awareness training including annual disability and deaf awareness; termly health issues sessions with the school nurse;		Ongoing	HT/ DHT	Governors

	occasional sessions for all staff dependent on the needs of the school				
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