



Hempsted C of E Primary School

Accessibility Policy and Plan

Growing Together in God's Love

Approved by:	Full Governing Body	Date: 24 th January 2024
Last reviewed on:	16 th January 2024	
Next review due by:	January 2027	



Hempsted C of E Primary School Christian Vision **Growing together in God's Love**

We will aspire to achieve our unique God given potential by 'living life to the full' (John 10:10). We will share an inspiring education underpinned by the strong Christian values of our community.

"I can do all things through God who strengthens me." Philippians 4:13:

Our Mission Statement

We will achieve our vision together by:

- Enabling our children to be happy, creative and successful learners who strive to be their best; truly celebrating everyone's unique abilities.
- Providing a broad, structured and challenging curriculum, reflecting our Christian beliefs, so that each child can flourish; spiritually, morally, socially, culturally and academically.
- Being an inclusive school where everyone can feel safe, hopeful and happy.
- Fostering self-esteem, dignity and respect, founded in our deeply Christian values.
- Placing our church school at the heart of our community. Being welcoming and working in partnership to nurture our families, 'Friends', the church and wider community.
- Developing our knowledge and understanding of the Bible and the Christian faith; the faith of others and the cultural values of the world.
- Structuring our Collective Worship with the children to understand our Christian values and live them in our daily lives.

...the child grew and became strong; Jesus was filled with wisdom, and the grace of God was on him. Luke 2:40

1. Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which pupils with disabilities can participate in the curriculum
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to pupils with disabilities

Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

Hempsted Church of England Primary School believes that all pupils and staff should be allowed to reach their God-given potential and 'live life to the full'. This plan sets out how we can support those people who have both short-term and long-term disabilities; it is not exhaustive and will be amended when necessary. For example, when new technology becomes available to help a child with a sensory impairment.

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The school supports any available partnerships to develop and implement the plan. These can include Advisory Teaching Services (including hearing and visual impairments), school nurses and any other services available to us.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this accessibility plan, including pupils, parents, staff and governors of the school.

2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments, such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a pupil with disabilities faces in comparison with a pupil without disabilities. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

3. Audit of current practice and provision.

- The school has an Accessible Toilet that is sufficiently large enough to accommodate a wheelchair and toileting chairs / steps.
- The school has spaces that can create a learning environment that supports the effective delivery of specific training and provision e.g. Speech and Language Therapy, Physio Programmes as well as providing a quiet area to support the needs of pupils with multisensory difficulties such as "loud noise stress".
- There are 2 designated disabled parking spaces.

- 10 members of staff have undertaken Manual Handling (Team Team) Training (Sept 2022).
- All pupils' progress is monitored 3 times per year and more frequently for some SEN pupils. SONAR is used to support this monitoring.
- Staff are implementing the Gloucestershire PinK Curriculum which includes Disability Equality issues.
- Interactive Display Screens are in place in all classrooms.
- Laptop provision for vulnerable children at home.
- There is a Hearing Induction Loop in the hall.
- Hearing Aid transmitter
- Reveal 16 Magnifier
- There are no stairs or steps.
- Furniture such as coat hooks adapted when necessary.
- Steps to allow access to Smartboard, toilets etc when necessary.
- Fizzy sessions to improve fine and gross motor skills.
- Participation in Panathlon events.

Ensuring all pupils can access the full curriculum.

Action	Resources	Timetable
Ensure adaptations are made for events such as Sports Day	Specialised equipment, or adaptation to event.	When necessary.
Implement EHCP requirements, staff awareness training and links with external agencies	SENCo time, staff meeting, INSET	Ongoing
Monitor progress of all pupils, but specific attention to those with SEND.	Pupil progress and pupil progress reviews 3x a year. Staff meeting time at star of each term.	Ongoing

Improve the physical access to the school.

Action	Resources	Timetable
The external blue room door needs to be improved to reduce the drop onto the playground.	Capital money	When necessary.
Ensure Personal Emergency Evacuation Plans (PEEPS) are written and shared.	None	When necessary.

Improving the delivery of information to disabled pupils, staff, parents and visitors in an appropriate format.

Action	Resources	Timetable
Consider providing non-white paper and use coloured overlays for pupils with visual dyslexia.	Revenue budget	When necessary.
Have systems in place e.g. through the LA, to make available information when requested, in alternative versions e.g. Braille, large print, audio, simplified language.	Revenue budget	When necessary.

As always, the staff of Hempsted C of E Primary School will always endeavour to make this school, and everything that it has to offer, as accessible to everyone as it can possibly be.

4. Monitoring arrangements

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary. It will be reviewed by the headteacher.

It will be approved by the governing board.

5. Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- SEND policy
- Supporting pupils with medical conditions policy