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Equality Plan 2023-2024

LGB/ WHF

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Grange Infants School

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October 2023

February 2024

September 2024

# Accessibility

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# 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 disabled pupils can participate in the curriculum

# Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided

# Improve the availability of accessible information to disabled pupils

# 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. At Grange Infants School we are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

# 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 and works as part of The White Horse Federation multi academy trust.

# Our school’s complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns. We have included a range of stakeholders in the development of this accessibility plan, including staff and governors.

# Legislation and Guidance

# This document meets the requirements of schedule 10 of the Equality Act 2010 (<https://www.legislation.gov.uk/ukpga/2010/15/schedule/10>) and the Department for Education (DfE) guidance for schools on the Equality Act 2010 (<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>).

# The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a ‘substantial’ and ‘long-term’ adverse effect on his or her ability to undertake normal day to day activities.

# Under the Special Educational Needs and Disability (SEND) Code of Practice (<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>) , ‘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 disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises. This policy complies with our funding agreement and articles of association.

# Action plan

# This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

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| Aim | Current good practice *Include established practice and practice under development* | Objectives State short, medium and long-term objectives | Actions to be taken | Person responsible | Date to complete actions by | Success criteria |
| Increase access to the curriculum for pupils with a disability | Curriculum progress is tracked for all pupils, including those with a disability.All children on the SEN register have a provision map and pupil passport in place. | Provision maps are up to date and forms a key part of the planning and assessing process for all staff.  Pupil passports are up-to-date and have the views of the pupils and parents on them as well as targets to work towards. | Review every term. | Class Teachers and SENCO | Updated every term. | Pupils with SEN are included in their learning of the curriculum. Provision maps in place and highlighted to support the needs of individual children.  Clear, precise targets on the pupil passports are SMART targets and children and teachers are aware of these and scaffold these in classes for the children. |
| We use resources tailored to the needs of the pupils who require support to access the curriculum. | Incorporate Quality First teaching into all planning.  Staff to use and access WIDGET for resources. | Review during termly learning walks | Class Teachers | Updated every term | Improved access to the curriculum for all pupils.  Staff and pupils know targets and are supported to achieve these through the resources available to them. |
| Monitor how well pupils with disabilities are achieving academically and socially.  Targets are set effectively and are appropriate for pupils with additional needs. | Identify which pupils with disabilities are SEN and those who are not.  Include personalised learning plans, as appropriate.  All new staff to be aware of any plans through Induction.  Use of WIDGET to support teachers to tailor resources for individuals. | Review at each data point in Pupil Progress meetings  Review coverage and SMART targets on a termly basis with SENDCO during SEN surgeries. | Class teachers/ SLT | Updated every term | Systems in place to monitor academic and social progression and scaffolding.  Parents/carers are involved in process and feel informed of their child’s progress. |
| The curriculum is reviewed to ensure it meets the needs of all pupils.    Use RAG assessments and additional interventions to record and analyse extra SEN data. | Adapt curriculum if needed for children with SEN e.g., some children have interventions or scaffolded work.  Consolidate the new system for Tracking Progress of all SEN children.  Use of WIDGET for scaffolded resources. | Review impact of interventions termly through regular assessment and track the progress of pupils.  Use of HAST for spelling and Little Wandle phonics assessments and remember its for Maths for progress for SEN children. | Class teachers, TA’s and SENCO | Update termly | All children make progress for their starting points.  Increased pupil participation.  Improved access to the curriculum for all pupils which creates individual support for children, monitors achievements of SEN, evaluates support and interventions and is adapted to the needs of the children and will ensure SEN children make progress. |
| Promote positive attitudes towards pupils and all others with disabilities.  Ensure that the school has an inclusive nature in all elements of the curriculum and school life. | Celebrate and highlight key national and local events such as Paralympics, deaf awareness and learning Disability week.  Promote outside visits from key groups. | Invite speakers of different abilities into school to support pupil’s awareness. | Class teachers, TA’s and SENCO | Update termly | Pupils are demonstrating that they understand and have a positive attitude towards disability. |
| Improve and maintain access to the physical environment | The environment is adapted to the needs of the pupils as and when required. | Kept under review and adapt as and when necessary. | Risk assessments and health and safety audits are completed. | Sodexo/EEFL/Estates Team/ Principal | On-going | Access to school buildings and site meet the needs of the school community. |
| Access to the school buildings and site can meet diverse pupils and parents needs. | Keep under review and continue to audit disabled toilets as necessary.  Review parking permits for parents with disability to ensure children are at school on time.  Disabled car parking spaces are available in the spaces closest to the building. | Risk assessments and health and safety audits are completed. | Sodexo/EEFL/Estates Team/ Principal | On-going | Where it can be reasonably achieved, the school building continues to be accessible for all.  Access to the school site meet the needs of the school community. |
| Clear signs around the school  premises and within the school  building.  Disabled toilets accessible for  adults and pupils. | School site is clean and  safe as well as  accessible for all of the  school community. | Risk assessments and  health and safety audits  are completed. | Sodexo/EEFL/Estates Team/ Principal | On-going | Where it can be reasonably achieved, the school building continues to be accessible for all.  Pupils and adults have  access to a disabled  toilet with adequate  fixtures/ fittings. |
| Decoration and alterations to the  school are regularly carried out to  maintain high standards. | School site is clean and  safe as well as  accessible for all of the  school community | Risk assessments and  health and safety audits  are completed. | Sodexo/EEFL/Estates Team/ Principal | On-going | Where it can be reasonably achieved, the school building continues to be accessible for all. |
| Improve the delivery of information to pupils with a disability | Our School uses a range of communication methods to ensure information is accessible for all. This includes:  Internal signage, large print resources if requested, letters printed on different coloured paper, pictorial or symbolic representations. | The school office will support and help parents to access information and complete school forms.  Our admin team and the  WHF market team  ensure that the website  and all documents that  are accessible via the  school website can be  accessed by all.  Where possible, access  to translators, sign  language interpreters to  be considered and  offered for any  meetings. | As required | Office/ Staff | On-going | Parents and carers to feel welcome in the school. |
| Provide information and letters in  clear print in ‘simple’ English.  For EAL parents, ensure that  letters are translated into their  spoken language. | Provide information to  parents in simple  English so that  messages are clearly  understandable.  Translate, wherever  possible, letters for  parents who are EAL  into their spoken  language | As required | Office/ Staff | On-going | Parents and carers to feel welcome in the school. |
| School office will support and help  parents to access information and  complete school forms if  necessary. | School office will  support and help  parents to access  information and  complete school forms if  necessary. | As required | Office/ Staff | On-going | Parents and carers to feel welcome in the school. |
| School website and all documents  accessible via the school website  can be accessed by all school  community users | Provide information to  parents in simple  English so that  messages are clearly  understandable.  Translate, wherever  possible, letters for  parents who are EAL  into their spoken  language.  Our admin team and the  WHF market team  ensure that the website  and all documents that  are accessible via the  school website can be  accessed by all. | As required | Office/ Staff/ WHF marketing team | On-going | Parents and carers to feel welcome in the school.  Website is fully accessible for all. |
| Provide information in other  languages for pupils or  prospective pupils who may have  difficulty with hearing or language  problems. | Access to translators,  sign language  interpreters to be  considered and offered  if possible.  Translate, wherever  possible, letters for  parents who are EAL  into their spoken  language | As required | Office/ Staff | On-going | Website is fully  accessible for all.  Parents and carers are  fully informed with  what is happening in  school.  Parents and carers will  feel welcome in the  school. |

# Monitoring arrangements

# This document will be reviewed every 3 years, but may be reviewed and updated more frequently if

# necessary. It will be approved by the Principal and Local Board of Governors.

# 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

# Supporting pupils with medical conditions policy

# Appendix 1: Accessibility audit

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| Feature | Description | Actions to be taken | Person responsible | Date to complete actions by |
| Number of storeys | Single storey building | Guttering to be cleaned/cleared and accessed to stop water from entering the school. | Estates Team | As and when required |
| Corridor access | Step up into classes – 8 rooms (teaching classrooms, Library and intervention room at a higher level) | Review wheel-chair access into these classes. Temporary ramps are used for access for children using wheelchairs. | Estates Team | As and when required |
| Lifts | No lifts in school – single storey building |  |  |  |
| Parking bays | Disabled parking bays in car park | Ensure these are clearly signposted for visitors. | Estates Team | As and when required |
| Entrances | Accessibility to opening main reception door for parents/carers/ pupils in a wheelchair. | Review access to the main reception – door. | Estates Team | As and when required |
| Ramps | Access to reception classes, Year 2 and sensory room. | Move ramps depending on classroom access. | SBC | September 2022 |
| Toilets | Two disabled toilet which are suitable for wheelchair users | Ensure all fittings are present and that access in and out of room is accessible for outside the room. | Estates Team | As and when required |
| Reception Area | Wider door to allow ease of access | Weight of door – can wheelchair users access unaided. | Estates Team | As and when required |
| Internal signage | Signs on internal doors updated | Review signage – order new signs for internal doors and when necessary | Principal and site manager | Termly |
| Emergency escape routes | Fire exits clearly sign posted | Fire exits are used during fire alarm practices termly. | Principal and site manager | Reviewed termly |