



Headteacher: R Soper BA (Hons) PGCE
Chair of Governors: J Walker

Deputy Headteacher: J Morrish BA (Hons) PGCE
Assistant Headteacher H Chapman BEd (Hons) MA NASENCo Award



St John's Accessibility plan 2023 – 2026

Action	Date	Signature
Policy Written	September 2023	<i>HKChapman</i>
Policy Ratified	19 th September 2023	<i>JWalker</i>
Review Date	September 2026	

Through our love of God and of each other, our children will thrive personally and academically in a happy, safe place of faith and high expectation for all





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Section 1: Vision statement

Equality and Diversity

St John's CE Primary School is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate against staff based on age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Purpose of the Plan

The purpose of this plan is to show how to increase the accessibility of our schools for disabled pupils over time. St John's CE Primary School is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are required to complete an accessibility plan in accordance with the Equality Act 2010.

Definition of Disability

According to the Equality Act 2010, a person has a disability if:

- He or she has a physical or mental impairment.
- The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

Legal Background

Under the Equality Act 2010 all schools must have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation including the DDA. The effect of the laws is the same as in the past, meaning that 'Schools cannot lawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation'.

This plan has been drawn up based upon information supplied by the Local Authority, and in conjunction with pupils, parents, staff and governors of the school and will advise other school planning documents.





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This Accessibility Plan sets out the proposals of St John's CE Primary School to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

- Increasing the extent to which disabled pupils can participate in the school curriculum; which includes teaching and learning and the wider curriculum of the school, such as participation in after school clubs, leisure and cultural activities or school visits;
- Improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- Improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.

Documents and policies

The Accessibility Plan should be read in conjunction with other school policies, strategies and documents

- Curriculum policies
- Equality Objectives
- Single Equality Policy
- Health and Safety Policy
- Special Educational Needs Policy
- Behaviour Management Policy
- School Development plan
- Asset Management Plan/ Suitability Survey

Training

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

Plan Availability:

The school makes the Accessibility Plan available in the following ways:

- A copy is posted on the school website
- Paper copies are available from the front office on request

Review and Evaluation:

It is a requirement that our accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Below is a set of action plans showing how priorities identified in the plan will be addressed. The plan is reviewed annually.





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Section 2: Aims and objectives

Our aims are to:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils

The table below sets out how the school will achieve these aims.

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by	Success Criteria
Increase access to the curriculum for pupils with a disability	St John's offers an adapted curriculum for children of all abilities and uses specific resources to ensure certain pupils are able to access the curriculum fully.	Training for specific staff including medical.	Audit of CPD needed.	SLT	Throughout the academic years	List of areas staff feel they would like training for.
		Use of Computing equipment	Access to G Suite Education to enable high quality teaching and learning.	AHT Class Teachers	September 2023 – Ongoing	Evidence if Computing equipment being used in lessons more effectively in lesson observations.





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Improve and maintain access to the physical environment	Specific children have specific equipment and setting arrangements which are implemented throughout the year. Ensure a smooth transition occurs in September to new classes and implement new ideas for new pupils.	Arrange a meeting to focus on the layout of the classroom environment to ensure accessibility for pupils with a range of learning / behavioural / physical needs. Evaluate the use of corridors and storage equipment. Ensure minimum requirement for Health and Safety are met and exceeded.	Review and implement a preferred layout of furniture and equipment to support the learning process in individual classrooms.	Class Teacher SENCO	Ongoing and reviewed annually	Class environment allows for all children to settle in to new routines quickly. School environment allows for movement around school in a safe way.





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Improve the delivery of written information to pupils	Staff are aware of visual timetables	Staff to focus on the use of visual cues in the classroom environment to ensure accessibility for children with a range of learning/behavioural / physical needs	Class teachers to implement visual timetables – whole class or individual. Class teachers to use visual cues to support their teaching. PECS and Makaton to be used to support specific pupils.	Class Teachers AHT	Ongoing	Classroom environment to have resources in place.





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Section 3: Access Audit

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	St John's is a 2 storey building in parts with access through the library double doors and the Year 3/4 doors. There is also direct access into classrooms for pupils in Year 1/2.	Allocate external access points to the playground which is wheelchair accessible – Reflection Area or Year 3/4 doors	Site Manager SLT	Ongoing
Corridor access	Corridors are accessible for wheelchairs and wide enough to manoeuvre.	Corridors to be tidy and free from obstructions at all times.	All school staff DHT	Ongoing
Lift	Clean and Functioning lift available.	Lift to be serviced annually	Site manager	Yearly
Entrances	Main entrance into school accessible – wheelchair access available by the library and reflection area doors. Main entrance to the school is by fob access only.	Site manager to ensure all doors are in fully functioning order.	Site Manager	Ongoing
Toilets	Disabled Toilet and shower facilities available if needed.	Toilet and shower facilities to be maintained. Water supply to be monitored on a regular basis.	Site Manager DHT	Ongoing





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Fire alarms	Currently auditory and visual alarms in place.	Regular fire procedures conducted to include all staff and pupils. Fire Alarms are maintained under Fire Regulations.	Site Manager SLT	Ongoing
Emergency escape routes	Labels well and clearly displayed throughout the school.	Continue to ensure signs are maintained. Ensure escape routes are clearly identified for wheelchair users.	Site Manager SLT	Ongoing

