



Hurst Green CE Primary School and Nursery Statutory Statement

Statement:	Accessibility plan
This statement was approved:	October 2020
This statement will be reviewed:	October 2023

At Hurst Green CE Primary School and Nursery our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

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

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

The Accessibility Plan is structured to complement and support the school’s Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school’s activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

Hurst Green CE Primary School and Nursery 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 committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent’s knowledge of their child’s disability and its effect on their ability to carry out everyday activities and respects the parent’s and child’s right to confidentiality.

Hurst Green CE Primary School and Nursery’s Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

Hurst Green CE Primary School and Nursery's Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

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.

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the governing body/IEB. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through the Governor Body.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.



ACCESSIBILITY PLAN:

PERIOD COVERED BY THE PLAN: ACADEMIC YEAR 2020/2021	PLAN WRITTEN BY: Allison Flack (Headteacher)	
INITIAL DATE: September 2020	MOST RECENT REVIEW: March 2022	NEXT REVIEW: March 2023

CONTEXT: <ul style="list-style-type: none"> Hurst Green School was built in 2010 it has full disabled access The Head of School was appointed as substantive Headteacher in January 2020. There is a consistent staffing structure for 2021/2022. The school was rated Good by OFSTED in May 2019. The school has 5 classes, taught as YR, Y1/2, Y3/4, Y4/5 and Y6. 	KEY ISSUES: <ul style="list-style-type: none"> Attendance is in line the national average Attainment is in line with the national average for EYFS and KS1 Attainment is in line with national average in KS2. Progress is good but ARE is low in some classes.
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Objectives and Actions to Address Key Issues	Time Scale	Led by	Resources	Success Criteria, Milestones and Practice Indicators	Monitoring	Evaluation
Improving access to the physical environment School is aware of the access needs of disabled children. Make sure that all children with disabilities can be safely evacuated. Regular evacuation drills	Term 1 2020 Quarterly	SENCO DB	Lift serviced £200 per year Training costs	By Nov 2020 SENCO and medical officer to Access plans for individual disabled children and see implemented. By Oct 2020 SENCO and Head to ensure Staff know and understand their role in making reasonable adjustments. By Oct 2020 SLT All staff aware of all pupils' access needs and monitoring shows pupils access the full curriculum and are making progress	<ul style="list-style-type: none"> Head to report to Gov's SLT to review targets SLT monitor impact Parent voice/pupil voice Reports from sensory need service 	Oct 2020 Health Care Plans and Risk risk assessments have been written for individual children. Reasonable adjustments have been made for specific children e.g buff books/paper, individual I pads with the white board projected on to it.

<p>To improve Access to The Curriculum</p> <p>To audit attendance of pupils with disabilities.</p> <ul style="list-style-type: none"> • Target and support those below 90% <p>To increase confidence of staff in differentiating the curriculum and develop a consistent approach across the school</p> <ul style="list-style-type: none"> • Diagnostic learning walks inform professional development opportunities • Coaching from SENCo on access to learning and using alternative recording in school (Additional Needs Plan (ANP) Education Health Care Plans (EHCP) and class provision maps. • Joint planning and assessment with LSA's is established with new staff • Staff held accountable for access to the curriculum at Pupil Progress Meetings (PPM) • Communication friendly classrooms using visuals. <p>Ensure all staff have specific training on disabilities issues.</p> <ul style="list-style-type: none"> • Undertake audit of staff training needs. • Update SEN policy and share with staff. • Set up system for information to be shared with all staff <p>Ensure all staff are aware of and are able to use SEN software and resources.</p> <ul style="list-style-type: none"> • Audit all SEN ICT and other resources and make a list available to all staff • Staff training on use of Clicker 7, word shark, Communicate and Print software <p>Ensure all school trips and camps are accessible to all.</p> <ul style="list-style-type: none"> • Revisit guidance for staff on making trips accessible. • Ensure new staff know how to write and implement risk assessments. • Appoint EVC Co-ordinator <p>Review curriculum areas to include disability issues.</p> <ul style="list-style-type: none"> • Embed PSHE and citizenship curriculum to address disability and equality issues. 	<p>Termly</p> <p>Term 2 2020</p> <p>Term 4 2021</p> <p>Term 6 2021</p> <p>Term 1 2021</p> <p>Term 3 2022</p> <p>Support staff appraisal term 3 2021</p> <p>Sept 2020</p>	<p>SENCo</p> <p>SENCo</p> <p>Headteacher</p> <p>SENCo</p> <p>SENCo</p> <p>SENCo</p> <p>SENCo</p> <p>Teacher</p>	<p>Built in leadership time PPM's</p> <p>SENCo time</p> <p>SENCo time</p>	<p>Ongoing SLT and advisory teacher - Learning walks to look at provision.</p> <p>Ongoing Appropriate EHCP plans are in place.</p> <p>By Nov 2020 SLT Planning shows all groups of learners are clearly identified within the class and appropriate pace and challenge is evident. Interventions are appropriately planned for to swiftly accelerate learners progress.</p> <p>Head/SENCo- Systems in place to ensure pupils with disabilities have good attendance and are supported where it needs to improve.</p> <p>SLT/SENCo Pupils are on track to make individual progress targets. Interventions are high quality and accelerate pupil progress.</p>	<ul style="list-style-type: none"> • Pupil progress meetings • Head to report to Gov's • Track data to hold teachers to account through PPM's • Track impact of support in interventions on a termly basis • SENCo to be held to account for the progress against targets every term • Lesson observations demonstrate appropriate content, challenge and support for learners who receive inclusion support • Planning and lesson observations demonstrate CPD has led to improved outcomes for learners. • SLT to review targets • SLT monitor impact • Parent voice/pupil voice 	<p>Class provision maps are written and reviewed termly ensuring the needs of all children are met.</p>
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