



# Accessibility Policy and Action Plan

Committee with oversight for this policy – Parent & Community	
Policy to be approved by the Resources Committee	
Policy last reviewed by the Resources Committee	23/11/2016
Policy last ratified and adopted by Full Governing Body	N/A
Policy / Document due for review	11/2020

**Working in partnership to provide excellent and enjoyable education which enables all children to achieve their highest standards**

## Accessibility Plan and Action

Gifford Primary School ensures it is accessible for disabled pupils. This ensures that:

- Disabled pupils can participate in the curriculum;
- The physical environment of the school is monitored to ensure it enables disabled pupils to take advantage of education, benefits, facilities and services provided; and
- Information to disabled pupils is made available as needed.

The school was opened in June 2004. It was built under a Private Finance Initiative and the current owners, Kajima and their Managing Agents Mitie, have assured the LA that the facilities/ building is fully compliant with current DDA regulations.

The borough provision for deaf pupils and the building has a range of acoustically enhanced accommodation and a soundfield system throughout.

Training for staff in meeting the needs of pupils with disabilities is a regular part of our annual training programme. Good practice with deaf pupils and staff is raised annually and issues relating to visually impaired staff, parents and pupils and those who use wheelchairs or walkers are addressed, as and when the need arises.

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 School Business Manager (SBM) carries out risk assessments which relate to staff personal needs including those which relate to job descriptions such as use of VDU etc. Both then liaise with the Governors Resources Committee to ensure that any additional implications have been discussed. LA advice is sought as appropriate.

:	<u>Situation at present</u>	<u>Action/ Objective</u>	<u>Timescale</u>	<u>People involved</u>	<u>Monitoring</u>
Building & Environment	The building/ environment is compliant with DDA regulations.	Regular checks are carried out to ensure compliance with the DDA	Ongoing	MITIE / HT/ SBM/ LBE  MITIE/ HT/ SBM/ LBE	Governors

Curriculum	We endeavour to avoid choosing texts or presenting scenarios which discriminate or condone or portray stereotypes. We challenge stereotypes across the curriculum and encourage pupils to be open minded in their attitudes to disability specific portrayals.	Improve consistency in provision for staff and pupils with VI/ SpLD. e.g. Consistently use enlarged fonts Yellow paper, black print etc Ensure that reasonable adjustments are made for pupils who present challenging behaviour e.g. additional staffing for PE, adjusted groupings and buddies	Annually in July  Ongoing with annual review	Teachers and TAs	Curriculum DHT SENCO at reviews
Achievement of pupils		Continue with the use of tools available to us to check pupil achievement. Continue to provide additional support/ intervention.	Half termly	Teachers and TAs	Target setting meetings/HT/DHTs/ Governors
Sports	We promote inclusion.  All pupils are given an equal opportunity to participate in sports. We offer differentiated levels of activities and support if appropriate.	Continue to offer sports to all pupils. Continue to monitor attendance.	ongoing	Teachers and TAs	List of pupil participants

After school and lunchtime Clubs	We promote inclusion. All pupils are given an equal opportunity to participate in after school clubs.	Continue to offer after school & lunchtime clubs to all pupils. Continue to monitor attendance.	Ongoing	Teachers and TAs	HT/ PE Coordinator
Staffing - Recruitment	All positions advertised are open to any applicant. Applications are judged strictly on merits according to the LBE recruitment guidance. Candidate's applications and their interviews are scored against relevant criteria.	Ensure that all applications are judged on merit.	Ongoing	HT/ Senior Staff/ Governors	HT/ Governors
Staffing -Pay	All employees are paid in line with nationally agreed pay scales.	Ensure that all staff are paid on correct scale.	Ongoing	HT/LBE HR/ Bursarial support/ SBM team	HT/Governors
Use of supply staff	We use agencies which supply suitably qualified teachers. Any choice is based on the teacher's relationships with pupils, ability to follow school policies and teaching ability.	Ensure appropriate supply cover is obtained which promotes continuity and progression in pupil learning.	Ongoing	HT/DHTs/ HR Manager	HT/ Governors
Students including work experience	Placements are encouraged from all students/ trainees.	Ensure that all students receive appropriate support and that trainees promote continuity and progression in	Ongoing	AH (Placements)	DHTs/ Placement Coordinator Monitor performance

		pupil learning			
Outside agencies	All staff are equally welcome in our school.	Ensure that all pupils have access to appropriate support.	Ongoing	HT/SENCO/HIP staff/ Teachers	HT/SENCO Monitor performance
Governors	Positions are open to all. If we have more governors than places then the needs of the school will be paramount.	Ensure good quality governance.	Ongoing	HT/ Chair of Governors	Governor annual self evaluation
Policies	School policies are regularly reviewed. We adopt LBE policies and procedures related to employment. A written timetable to review policies with statutory requirements is in place.	Ensure that all policies are considered and meet any statutory duty or guidance.	Ongoing	Governors/HT/ SBM/ Clerk to Governors	Governors policy reviews
School Improvement Plan	Issues related to disability are included where they are school priorities.	Ensure the plan refers to equality objectives as appropriate.	Ongoing	Governors/HT/SLT	Governors
Contact with parents/ carers.	The building is fully accessible for parents/ carers and easy access rooms can be used for meetings as needed.  Parent Flyers are given to every child fortnightly and displayed on notice boards.	Continue to strive to involve both parents/ carers in every pupil's education.	Ongoing  Ongoing	HT/ Marketing & Communications team/ Teachers  EMA team.	HT/ SBM/ Governors  HT/ Marketing & Communications team.

	We are able to offer signed or similar support if appropriate. There is a school website and App that is accessible to parents/ carers.				
Uniform	Our uniform policy promotes inclusion of all groups.		Ongoing	HT	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. 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	All staff.	HT/Senior staff/ Governors
CPD	Continue our programme of awareness training including annual disability and deaf awareness; termly health issues sessions with the school nurse; occasional sessions for all staff (Past sessions have included working with deaf pupils; working with deaf adults; Sickle Cell; Team Teach - avoiding use of restraint; Anaphylaxis; Asthma)		Ongoing	All staff.	HT/ Senior staff/ Governors