



Through God We Achieve

OUR VISION AT ST. STEPHEN'S CE PRIMARY SCHOOL

To deliver outstanding education in a caring community, with God at its centre

'Turning your ear to wisdom and applying your heart to understanding'. Proverbs 2:2

OUR VALUES:

Joy - we provide a happy and stimulating environment, rooted in Christian values.

Excellence - we are a church school committed to the highest standards in everything we do.

Relationship – we work hand-in-hand with St Stephen's Church as well as our parents and carers.

Respect - we enable our children to deepen or realise their own faith and respect the freedom of others in their beliefs.

Nurture – our children are cared for spiritually, morally, intellectually, physically, socially and emotionally.

ACCESSIBILITY POLICY AND PLAN

Action	Policy to be reviewed as required and at least annually		
	Owner	Date	Completed
Updated	SLT	Sept 2022	✓
Next Review	SLT	Sept 2025	
Approved	Board of Governors		

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 disabled children 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

St Stephen's CE Primary School aims to treat all of our pupils fairly and with respect. Our school motto and values, shown on the cover page of this policy, are embedded in all of our actions including equality and inclusion. This involves providing access and opportunities for all pupils without discrimination of any kind.

The school Accessibility policy and plan is structured to complement and support the school's equality objectives and is published on the school website, with paper copies 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. We work closer with Hammersmith & Fulham Local Authority and the London Diocese Board.

Our school's Complaints Policy covers the Accessibility policy and plan. If you have any concerns relating to accessibility in school, this policy sets out the process for raising concerns.

We have included a range of stakeholders in the development of this Accessibility Plan, including staff, parents, pupils 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.

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental cognitive 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 Education 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, 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 a support assistant or adjustments to premises.

3. Access Audit

The school is separated into three buildings with wide corridors and several access points from outside.

Nursery / Early Years classrooms are on the ground floor with wide doors.

Year 1 classrooms are on the ground floor of the old building with three stairs down to the classroom and stairs up to the Church playground.

Year 2 classrooms are on the first floor with lift access available but three stairs to classroom corridor.

Years 4-6 accessible from playground with wide doors and lift access to upper floors.

Year 3 classroom currently placed in centre of school, one on ground floor permitting full access and one with stair access.

There are three disabled toilets, one in each building. All toilets are fitted with a handrail and emergency cord.

The main hall is on the ground floor and accessible to all.

There are three lifts (one in each building) which can accommodate wheelchairs and are maintained on a regular basis. Staff receive training on use of the lifts as appropriate.

All entrances to the school are either flat or ramped and all have wide doors fitted. The main entrance features a secure lobby and has been fitted with a low reception hatch, this being fully accessible to wheelchair users.

The school has internal emergency signage and escape routes are clearly marked.

Disabled pupils participate in extra-curricular activities. Some aspects of extra-curricular activities present particular challenges, e.g. lunch and break times for pupils with social/interaction impairments, after-school clubs for pupils with significant learning difficulties, school trips for pupils with medical needs. The SENCo oversees the recording of risk assessments, involving parents and key staff members and facilitates training to ensure barriers are overcome.

There are very few parts of the school to which disabled pupils have limited or no access at the moment, following the building redevelopment.

There are some areas of the curriculum to which disabled pupils may have limited or no access for example: PE for pupils with a physical impairment. The SENCo ensures PE staff are fully informed of needs and that specialist advice is provided to support access from Occupational Therapists and Physiotherapists as appropriate. The school embraces opportunities to participate in borough sports events for children with disabilities.

The school is aware of the vulnerability of pupils with disability, medical needs, SEN and the higher risk of bullying or isolation they pose. Staff are focused on minimizing this risk through regular training and rigorous anti-bullying policy and procedures.

The school has a range of updated policies reflecting current practice. Disability awareness such as hearing impairment, dyslexia, ASD, is regularly a feature of library sessions with the teacher/librarian. Books are selected to ensure the positive role models or images of disabled people. Designated awareness days are acknowledged at the school e.g. Downs Awareness, autism, hearing impairment and fundraising for disability causes is regularly undertaken.

Different forms of communication are made available to enable all disabled pupils to express their views and to hear the views of others. Access to information is planned, with a range of different formats available for disabled pupils, parents and staff.

4. Monitoring Arrangements

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary. We will consult with experts when new situations regarding pupils with disabilities are presented. The Governors and Senior Leadership Team work closely with the Local Authority and Diocese. It will be approved by the SLT and SEN Governor.

5. Links with other policies

The accessibility plan is linked to the following policies and documents

- School risk assessments
- Health and Safety policy
- Equalities policy
- SEND policy and Information Report
- Anti-Bullying policy
- Supporting children with medical conditions policy

6. Action Plan

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

Aim 1: To increase the extent to which disabled pupils can participate in the school curriculum.

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To ensure that all school trips are accessible to our children (and staff/parents) with disabilities. Disability provision to be identified on the Risk Assessment.	<ul style="list-style-type: none"> RA completed and checked by SENCo before all trips 	Ongoing	SENCo/SLT	Every RA shows provision made to facilitate access for vulnerable children
To improve children's knowledge of disability.	<ul style="list-style-type: none"> RHE curriculum, whole school assemblies, library sessions, special days e.g. Odd Socks for Down's Awareness 	Ongoing	HT/SLT/RHE lead All subject leaders. Termly events to be monitored by SENCo	Improved pupil knowledge and understanding of disability issues
To ensure all staff and visitors to the school are aware of any disabilities within the group they are supporting.	<ul style="list-style-type: none"> Staff training, weekly TA meetings Confidential sharing of information with lunchtime and external agencies Review attainment and achievements in Progress Meetings 	Ongoing	All staff- including admin, after school staff	Pupils with disability make good progress
To continue to ensure that no communication barriers prevent the disabled stakeholders from fully participating in meetings to discuss any aspect of school life and the Disability Equality Duty.	<ul style="list-style-type: none"> Termly meetings with parents of children with SEND held with SENCo to discuss general concerns, explore wider school topics SENCo has Open door policy SENCo facilitates pupil voice at key meetings 	Ongoing	SENCo/SLT Caroline Scott as Parent Lead	Pupils and parents recognise they have a voice within the school community Regular attendance at SEN Parents Meetings

To review procedures to take into account children who find unstructured time difficult.	<ul style="list-style-type: none"> Noise levels in lunch hall addressed- assembly, staff management Provision of quiet areas Maximise use of all outside and some indoor areas e.g. front of Nursery Individual Provision planning where necessary Staff training for playtimes 	Ongoing	SENCo/SLT	Improved access to lunchtime facilities
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Aim 2: To improve the physical environment of the school

Targets	Strategies	Timescale	Responsibilities	Success Criteria
To continue to ensure the building and site is fully accessible – including future refurbishment of classrooms for all building works.	The school will take account of the needs of pupils, staff and visitors with physical disabilities and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as lighting, acoustics and more accessible facilities and fittings	2021-24	HT/ Finance and Premises Governing Team	New classrooms adhere to disability legislation

Aim 3: To improve the delivery of information to disabled pupils and parents.

	Targets	Strategies	Timescale	Responsibilities	Success Criteria
	Parents/children with hearing impairment	<p>Staff wear equipment that supports access for hearing impaired pupils as recommended by outreach team.</p> <p>Regular communication with parents.</p> <p>Interpreter provided for parents' where appropriate.</p>	Ongoing	<p>Class teacher</p> <p>SLT</p>	Two way communication in place
	To ensure children with ASD are supported to access the curriculum	<p>Regular communication with parents re: learning experiences, social development, how pupil is being supported.</p> <p>Visits / advice from ASD outreach team (INSPIRE). Staff training prioritised.</p> <p>Recommended teaching strategies and resources implemented.</p>	Ongoing	All staff to be aware	ASD children able to successfully access curriculum

	<p>To enable improved access to written information for pupils, parents and visitors with disabilities/impairments</p>	<ul style="list-style-type: none"> • Investigate symbol software to support learners with reading difficulties • Raising awareness of font size and page layouts will support pupils with visual impairments • Auditing the school library to ensure the availability of large font and easy read texts. • Auditing signage around the school to ensure that it is accessible to all is a valuable exercise. • Face to face meetings will always be prioritised for families with literacy or language requirements. 	<p>Ongoing</p>	<p>SLT</p>	<p>Pupils, parents and visitors able to successfully access information</p>
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