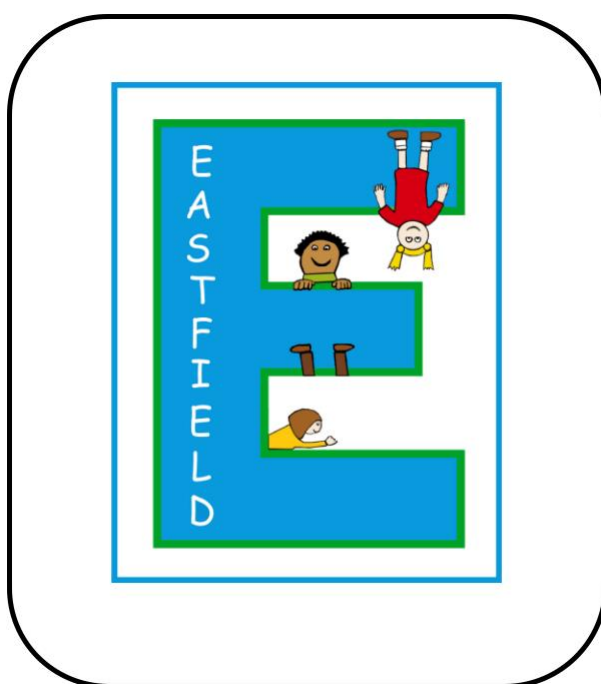


Eastfield Primary School



Accessibility Plan

December 2024

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Statement of intent

Under the Equality Act 2010, schools should have an Accessibility Plan.

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 listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The Plan will be reviewed **every 3 years** or where *operational needs dictate* and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual or the Head.

This plan outlines the proposals of the governing body of Eastfield Primary School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

1. Increasing the extent to which pupils with disabilities can participate in the school curriculum;
2. Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services;
3. Improving information delivery to pupils with disabilities.

The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities
- Ensure that employees with disabilities are supported with special provision to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

Signed by

Headteacher

Date:

Chair of Governors

Date:

Next review date: December 2027

Planning Duty 1

The Governing Body should ensure pupils with disabilities can access the **curriculum** on an equal basis with their peers.

	Focus	What	Who	When	Outcome criteria	Review
Short term	Resources are tailored to the needs of pupils who require support to access the curriculum	Identify pupils who may need adaptations to access the curriculum Liaise with pre-school providers & other schools to prepare Liaise with outside agencies	SENCo Phase leaders Teaching staff	On-going	Adjustments are put in place so that resources ensure that the curriculum content is accessible to all pupils	Summer 2027
Medium term	The curriculum is reviewed and streamlined to meet the needs of all pupils	Full curriculum review working party lead by Curriculum Lead (with subject leader input) SLT to quality assure revised curriculum recommendations from curriculum working party	Curriculum Lead Subject leaders SENCo / SLT Teaching staff	Autumn 2024 to spring 2026	Revised curriculum is ready for implementation from autumn 2025 for 2025-26 academic year Implementation reviewed as of Spring 2026	Summer 2027
Long term	Provide staff with personalised CPD pathway to meet the needs of all pupils	Conduct annual staff survey to audit individual SEN CPD needs Provide staff with a variety of CPD pathways depending on their SEN focus for the year	SENCo / SLT Strategic Team Classroom staff	Every autumn term	Staff become more confident and skilled in an area of SEN that they identified as an area for development	Summer 2027

Planning Duty 2

The Governing Body should ensure pupils with disabilities can access the **physical environment** on an equal basis with their peers.

	Focus	What	Who	When	Outcome criteria	Review
Short term	<i>Whole School Evacuation</i> - To be aware of the access needs of physically impaired individuals	Identify individuals who may need PEEPs Liaise with nurseries and other schools to prepare for new arrivals	SENCO School Business Manager Family Liaison and Safeguarding Officer Headteacher	On-going (termly)	PEEPs (Personal Emergency Evacuation Plans) are prepared and reviewed as individual needs change Fire drills are conducted and reviewed termly Risk assessments in place for pupils with additional needs Care plans in place for pupils with medical needs	Summer 2027
Medium term	Provide specialist equipment to promote accessibility and participation in learning by all pupils	Assess the needs of all pupils and provide equipment as needed Liaise with external professionals and action recommendations	SENCO Class teachers School Business Manager	On-going (termly)	All pupils are able to access the environment, and their learning, due to access to specialist equipment as needed.	Summer 2027
Long term	To ensure that, where possible, the school buildings and grounds are accessible for all	Continue to review and improve access to the school's physical environment for all	SENCo Headteacher School Business Manager	On-going (annually)	Modifications will be made to the school building to improve access	Summer 2027

Planning Duty 3

The Governing Body should ensure pupils with disabilities can access **information** on an equal basis with their peers.

	Focus	What	Who	When	Outcome criteria	Review
Short term	To ensure that all parents can access parent consultations	Identify parents who are unable to physically attend parent consultations Organise consultations using alternate means, e.g. telephone/TEAMs	Teaching staff SENCo Behaviour & Welfare Officer	On-going (termly)	Staff to hold parents' evenings by phone or via TEAMs	Summer 2027
Medium term	To ensure that all members of the school community can access information	Identify families who require alternate written access to information Produce written information in an alternative format	SENCO Office staff Family Liaison and Safeguarding Officer	On-going (termly)	Written information will be provided in alternative formats as necessary.	Summer 2027
Long term	To improve staff awareness of disability issues	Review staff training needs. Provide training for members of the school community as appropriate.	SENCo / SLT Wolverhampton Outreach	On-going (annually)	Whole school community aware of disability issues.	Summer 2027

