



**Birchwood Avenue
Primary School**

Accessibility Plan

Policy Review

The policy was last agreed by the Full Governing Board on 21/03/2023.

It is due for review in March 2024 (up to 12 months from the above date).

Signature
Headteacher

Date: 21/03/2023

Signature
Chair of Governors

Date: 21/03/2023

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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 pupils 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

Inclusion and equality statement

Our school is an inclusive school. We aim to make all children feel included in all our activities. We try to make all our teaching fully inclusive. We recognise the entitlement of all children to a balanced, broadly-based curriculum. We have systems in place for early identification of barriers to their learning and participation so that they can engage in school activities with all other children. We acknowledge the need for high expectations and suitable targets for all children. We actively encourage equity and equality through our work. No gender, race, creed, sexuality or ethnicity will be discriminated against. The school's Disability Equality Policy will be followed and the use of stereotypes under any of the above headings will always be challenged. Birchwood Avenue Primary 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 with Hertfordshire County Council to develop and implement the plan.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this accessibility plan, including the staff, parents 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 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental 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 Educational 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, and 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 an auxiliary aid or adjustments to premises.

3. Action plan – March 2023

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

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	<p><i>Birchwood Avenue Primary School offers a scaffolded and differentiated curriculum for pupils.</i></p> <p><i>We use resources tailored to the needs of pupils who require support to access the curriculum.</i></p> <p><i>Curriculum progress is tracked for all pupils, including those with a disability.</i></p> <p><i>Targets are set effectively and are appropriate for pupils with additional needs.</i></p> <p><i>The curriculum is reviewed to ensure it meets the needs of all pupils.</i></p>	<p>To identify specific needs through audit of current provision and practice in the school.</p> <p>Develop further the effective use of technology to support access to the full curriculum</p> <p>Ensure those with disabilities and additional needs are represented throughout the curriculum.</p>	<p>Carry out audit of current need and repeat this yearly or more often when needed</p> <p>Staff development around the use of technology to increase access to the curriculum</p> <p>Monitor the effectiveness of use of technology to increase access to the curriculum</p> <p>When planning lessons and assemblies ensure disabled people and those with SEND are represented</p>	SEN Department Head teacher and Senior Leadership Team Governing Body	Annually and as new children join the school	Relevant needs identified Provision planned Access to curriculum fully provided

			APDRs to be written and reviewed at least termly. APDRs shared with all relevant teaching staff and parents			
Improve and maintain access to the physical environment	<i>The environment is adapted to the needs of pupils as required. This includes: Ramps Corridor width Disabled toilets and changing facilities Library shelves at wheelchair-accessible height</i>	To ensure those with disabilities and additional needs have access to the physical school environment.	Ensure there is a clearly marked disabled parking space Carry out an audit of the learning environment to ensure classrooms and lessons are planned to meet the needs of all pupils.	SEN Department Head teacher and Senior Leadership Team Governing Body	May 2023 Annually/ ongoing	Relevant needs identified Provision planned Access to curriculum fully provided
Improve the delivery of information to pupils/ parents and carers with a disability	<i>Birchwood Avenue Primary School commits to employing a range of communication methods to ensure information is accessible. This may include: Internal signage Large print resources Induction loops Pictorial or symbolic representations Coloured overlays Use of visual coding Resources to support other individual needs may also be identified and provided.</i>	To identify specific needs through audit of current provision and practice in the school. To involve all stakeholders in planning for provision that meets all needs of identified pupils through pupil and parent voice and feedback and	Carry out audit of current need and repeat this yearly or more often when needed School office / To support and help parents/carers access information and complete school forms. Guidance to staff on different formats that	SEN Department Head teacher and Senior Leadership Team Governing Body	Ongoing as need arises and as new children join the school	Relevant needs identified Provision planned Access to curriculum fully provided

		consultation with to staff and governors.	are available for visually impaired, dyslexia etc.			
Ensure support staff have specific training on disability issues	<i>Regular SEND training and as part of staff induction.</i> <i>Individual CPD needs identified in appraisals.</i> <i>Comprehensive training for Learning and Pastoral Mentors, including: Early help module</i> <i>ELSA</i> <i>Emotion Coaching</i> <i>SaLT Support</i> <i>DLD Training</i> <i>Autism in Girls</i> <i>Shape Coding</i> <i>Sensory Processing</i> <i>Pupil Voice</i> <i>Introduction to Autism and Demand Avoidance</i>	Identify training needs at regular meetings	Carry out an audit of current staff members' understanding of disability issues.	Head teacher and Senior Leadership Team Governing Body	December 2023 Ongoing	Relevant training needs identified and catered for within training

4. Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary.

It will be approved by Headteacher Nick Read and the Governing Body Resources Committee.

5. Links with other policies

This accessibility plan is linked to the following Birchwood Avenue Primary School policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- Supporting pupils with medical conditions policy

Appendix 1: Accessibility audit – Carried out March 2023

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of stories	Single storey building	n/a	Headteacher Site Manager Governing body	n/a
Corridor access	Single storey access with no steps or barriers	n/a	Headteacher Site Manager Governing body	n/a
Lifts	Single storey access – none needed	n/a	Headteacher Site Manager Governing body	n/a
Parking bays	Three designated spaces in the school's main car park, accessible to parents of disabled children on application.	Refreshing painting of designated parking bays Ensure parents/carers of disabled children are aware of this facility as and when required	Deputy Head SBM Site Manager	May 2023
Entrances	All entrances accessible to wheelchairs – school office entrance is easiest. Ramp available to support access through doors opening onto courtyard area	Ensure all staff aware of availability of ramp to support wheelchair access.	Deputy Head SBM	Staff induction ongoing
Ramps	A ramp is kept in the disabled access toilet	Ensure all staff aware of availability of ramp to support wheelchair access	Deputy Head SBM	April 2023
Toilets	Disabled access toilet in the KS2 corridor	Ensure all staff are aware of disabled access toilet and can direct parents, visitors and pupils to this area if needed	Deputy Head SBM	Staff induction ongoing
School Office area	Accessible to wheelchair users with support (secondary doors to lobby area can be opened to widen access)	Ensure staff offer support for wheelchair users or other members of the community with mobility issues to navigate lobby area doors.	Secretary/Admin Assistant	n/a

Internal signage	Emergency routes clearly marked	Identify need for further signage to support other needs, e.g. access to disabled toilet	Site Manager	July 2023
Emergency escape routes	Fire exit signage available	Ensure emergency routes are clearly marked in all areas	Site Manager	July 2023