

Accessibility Plan

Committee with oversight for this policy - Curriculum Committee	
Policy to be approved by the Curriculum Committee	
Policy last reviewed by the Curriculum Committee	19/11/2014
Policy last ratified and adopted by Full Governing Body (if appropriate)	N/A
Policy / Document due for review	11/2018

<u>Possible disability equality issue</u>	<u>Situation at present</u>	<u>Action/ Objective</u>	<u>Timescale</u>	<u>People involved</u>	<u>Monitoring</u>
Building & Environment	The buildings continue to comply with DDA regulations	Improve clarity of our visual signage	Summer Term 2015	SBM / HT / Site Manager/ SBM	Governors
Curriculum	We endeavour to avoid choosing texts or presenting scenarios which discriminate, condone or portray stereotypes. We challenge stereotypes across the curriculum and encourage pupils to be open minded in their attitudes to disability specific portrayals.	Ensure that all children are given access through intervention by both school staff and outside agencies. Ensure that reasonable adjustments are made for pupils who present challenging behaviour e.g. personalised learning, adjusted groupings and buddies	Annually in July Ongoing with annual review	Teachers and TAs Input from outside agencies e.g. SALT, OT EP etc.	DHT SENCO at reviews
Achievement of pupils	Continue to promote raising attainment and progress in all year groups and for all groups of pupils	Continue to use gap analysis and other assessments to inform planning. Continue to provide additional support/ intervention and monitor progress.	Half termly	Teachers and TAs	Pupil progress meetings / HT / DHT
Sports	We promote inclusion.	Continue to offer	ongoing	Teachers and	List of pupil participants

	<p>All pupils are given an equal opportunity to participate in sports.</p> <p>We offer differentiated levels of activities and support if appropriate.</p>	<p>sports to all pupils. Continue to monitor attendance.</p>		<p>TAs, Fit for Sport (PPA, extracurricular clubs)</p>	
<p>After school and lunchtime Clubs</p>	<p>We promote inclusion. All pupils are given an equal opportunity to participate in after school and lunch time clubs.</p>	<p>Continue to offer after school & lunchtime clubs to all pupils.</p> <p>Establish lunch time club "a place to talk"</p> <p>Continue to monitor attendance.</p>	<p>Ongoing</p>	<p>Teachers and TAs</p>	<p>HT / DHT</p>
<p>Staffing -Recruitment</p>	<p>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. HR advice and participation in selection and appointment.</p>	<p>Ensure that all applications are judged on merit.</p>	<p>Ongoing</p>	<p>Governors / HT /DHT</p>	<p>Governors / HT</p>
<p>Staffing -Pay</p>	<p>All employees are paid in line with nationally agreed pay scales, pending</p>	<p>Ensure that all staff are paid on the correct scale.</p>	<p>Ongoing</p>	<p>HT/ SBM</p>	<p>Governors</p>

	government review				
Use of supply staff	We are reluctant to use supply agencies and use PPA Teachers, HLTA's and Cover Supervisors to cover to ensure continuity for our pupils. However when we have cause to use agencies we use those 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. Ensure all new supply staff have access to Introduction Fact Sheet	Ongoing	HT / DHT / Admin team	DHT monitor performance
Students including work experience	Placements are encouraged for all students/ trainees.	Ensure that all students receive appropriate support and that trainees promote continuity and progression in pupil learning.	Ongoing	DHT's	HT
Outside agencies	All staff be they permanent or agency are equally welcome in our school.	Ensure that all pupils have access to appropriate support.	Ongoing	HT/ SENCO/ DHT/Teachers	HT / SENCO/DHT monitor performance
Governors	Ensure that we have a Governing Body that represents the local community	Ensure a good quality governance, and that Governors hold the school to account	Ongoing	HT / Chair of Governors	Governor annual self review and development.

Policies	School policies are regularly reviewed. We adopt LBE policies and procedures related to employment.	Ensure that all policies are considered and meet any statutory duty or guidance. Prepare a written timetable to review policies on rolling programme taking account of DfE guidance regarding review cycles.	Ongoing	Governors / HT / DHT / SBM/SMT and clerk to the Governing Body	Governor policy reviews
Learning Improvement Plan	Issues related to disability are included where they are relevant.	Ensure the plan refers to equality objectives as appropriate.	Ongoing	Governors / HT /DHT/Senco	Governors
Contact with parents	The building is fully accessible for parents and easy access rooms can be used for meetings as needed. Newsletters are emailed weekly to every family	Continue to strive to involve both parents in every pupil's education. Extend our use of community languages to meet the needs of our changing community – translation service to be provided. Further develop the school website to provide alternative means of access to school information.	Ongoing Ongoing	All staff	File of letters on system & website

Uniform	Our uniform policy promotes inclusion of all groups.	Review uniform policy to ensure it meets the needs of the boys and girls on roll.	Annually when brochure is updated	HT PTA School Council	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 and Behaviour Principles. 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 PSCE curriculum and assembly content if necessary to challenge disability discrimination and teach ways of demonstrating equality.	Termly	HT / DHT / Senco / SMT	HT / DHT
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 dependent on the needs of the school		Ongoing	HT/ DHT	Governors