



John Harrison Church of England Primary School

Accessibility Plan

2023-2026

At John Harrison Church of England Primary School, we believe that our school provides the opportunity for every individual, of all faiths and none, to become all that they can be. We strive to create a secure and inclusive environment within which each child reaches their full potential as a positive member of our local, national and global community.

At John Harrison Church of England Primary School, we strive towards reducing the barriers to the curriculum for our pupils; and to full participation in the school community for pupils, prospective pupils, their families and other adult users with a disability.

The Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to schools. It has three main elements and schools are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The equality duty covers the nine protected characteristics; age, disability, gender, reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 states that:

A person is disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities

At John Harrison CE Primary School, we aim to address this duty by

- not discriminating against disabled individuals in their admissions and exclusions, and provision of education and associated services
- not treating disabled individuals less favourably
- taking reasonable steps to avoid putting disabled individuals at a substantial disadvantage creating and publishing an Accessibility Plan

If a child or adult with a specific disability which has not already been catered for comes to the school on a regular basis their needs will be addressed as a priority.

Responsibilities

It is the responsibility of the Head teacher, supported by the Governing Body, to ensure the implementation of this plan; identifying impact and future requirements including CPD needs. This plan will be reviewed in three years or sooner should it be required.

Hope Respect Perseverance Friendship Compassion Peace Forgiveness

Target:	Strategies	Time-scale	Responsibility	Success Criteria
Increase confidence of all teaching staff in differentiating the curriculum to meet needs of all learners	Identify areas of strength and development. Access CPD where necessary	On-going and as required	Head teacher SENDCo	Raised staff confidence in strategies for differentiation and increased pupil participation
Ensure classroom support staff and additional adults have specific training on disability issues	Access CPD if required Meet with parents as required Information sharing with all agencies involved with child	As required	Head teacher SENDCo	Raised confidence of support staff Parents fully informed All staff aware of individuals needs
All educational visits to be accessible to all	Risk Assessments and pre visits as appropriate	As required	Head teacher EVC Class teacher	All pupils in school able to access all educational visits and take part in a range of activities as appropriate
Ensure PE accessible to all	Gather information on accessible PE and disability sports. Staff training where necessary.	As required	PE Subject Leader All staff	All to have access to PE
The school is aware of the access needs of disabled pupils, staff, governors, parent/carers and visitors	Be aware of staff, governors and parents access needs and meet as appropriate Consider access needs during transition or recruitment	As required	Head teacher Governing Body	Healthcare Plan in place for disabled pupils and all staff aware of pupils needs as appropriate School is accessible for all
Layout of school to allow access for all pupils to all areas, including outdoor areas	Consider needs of disabled pupils, when considering any maintenance and redesign	As required	Head teacher Governing Body- Health and Safety committee	Buildings and outside areas are usable by all
Ensure adequate signage and external access for visually impaired people	Appropriate signage Access arrangements for guide dogs and pre-visits.	On going	Head teacher Governing Body Class Teacher Admin Staff	Signage meets requirements of Health and Safety Policy
Ensure all disabled pupils can be safely evacuated	Ensure all staff are aware of their responsibilities – routines practiced	As required each Sept	Head teacher	All disabled pupils and staff are aware of procedures in the event of a fire alarm
Ensure accessibility of access to all equipment	Alternative equipment in place to ensure full access Liaise with outside agencies as appropriate	On-going and as required	SENDCo Subject Leaders Class teacher	Equipment available to meet the needs of children as appropriate
Ensure classrooms are adapted to support 'hearing impaired'	Liaise with hearing impaired unit on the	Ongoing	SENDCo Parents Outside agency	All children have access to the equipment

(Induction loop /seating etc)	appropriate equipment/ advice		Hearing Impaired Unit	
Availability of written materials in alternative formats for parents	Family Liaison Officer and Admin Team aware of services available through local authority Ensure all necessary documentation is available on the school website Correspondence emailed and support for completion of paperwork not available electronically.	As required	Admin/ IT	All parents receive information in a form that they can access
Availability of written materials in alternative formats for children	Modify documents as appropriate	As required	Class teacher	Staff produce their own resources for children in their class
Maintain continence facilities	Provide designated changing area and appropriate equipment	As required	Caretaker Class teacher	Continence facilities are maintained