



Netherbrook Primary School

Accessibility Plan

2020-2021



Netherbrook Primary School **Accessibility Plan**

Statement:	Accessibility Plan
This statement was approved:	September 2020
This statement will be reviewed:	September 2021

At Netherbrook Primary School our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust; where every member of our school community feels that they truly belong and are valued. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Leaders are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

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 structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

Netherbrook Primary School is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Netherbrook Primary School Accessibility Plan 2020-21 shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.



The Accessibility Plan contains relevant and timely actions to:

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

The Netherbrook Primary School Accessibility Plan 2020-21 relates to the key aspects of physical environment, curriculum and written information.

Whole school training will recognise the need to continue raising awareness for staff and leaders on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Behaviour Policy
- Curriculum Policies
- Emergency Plans
- Health & Safety Policy
- School Improvement Plan
- Special Educational Needs Information Report
- Inclusion Policy

The Accessibility Plan 2020-21 for physical accessibility relates to the Access Audit of the School. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all leaders' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

- The Accessibility Plan will be published on the school website.
- The Accessibility Plan will be monitored through School Leadership Team Meetings.
- The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.
- It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.
- The priorities for the Accessibility Plan for our school were identified by:
 1. **Head Teacher**
 2. **Inclusion Leader**
 3. **School Business Manager**
 4. **Site Manager**

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Schedule 21: Action Plan A – Improving Physical Access

Ref	Issue	Recommendations	Time Scale	Priority	Cost	Date Completed	Responsibility
1	To ensure that, where possible, the school buildings and grounds are accessible for all children and adults and continue to improve access to the school's physical environment for all.	Audit of accessibility of school buildings and grounds by SLT and Site Manager. Suggest actions and implement as budget allows.	Autumn 2021	Medium	None	Autumn 2021	Head Teacher Site Manager Inclusion Leader
2	Maintain access to the first floor – ICT suite, Dolphin Room and Numeracy zone	Ensure the lift is in good working order and is serviced annually. Ensure that staff are trained in its operation	Ongoing	Medium	Annual maintenance	Annually	All staff Inclusion Leader
3	Ensure that restrictions are not limited within the classroom and outdoor environments	Staff who support/teach children with a medical need/care plan/personal evacuation plan/risk assessment in place will be trained and will be aware of procedures in place in case of an emergency, such as a fire.	Immediate	Medium	None	Ongoing	Site Manager SLT
4	Accessible Toilet	In place in school and is easily accessible as it is on the ground floor. Raised bed is in need of repair	Ongoing	Low	£1500	TBC	LLMAT All staff

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5	Changing and Shower facilities	Shower facilities exist in the Special Access Toilet and EYFS wet room	Ongoing	Low	New shower head needed in Special Access toilet	£200.00	
6	Ensure children and staff follow Covid 19 Guidance and the risk of infection is reduced through careful and planned movement around school.	<p align="center">Children to remain in Class 'Bubbles'</p> <p>Children and staff follow risk assessment guidance (washing hands, tables in rows, one way system and zoned areas in the playground)</p>	Ongoing	High	<p>Cost of extra cleaning during the day.</p> <p>Cost of PPE</p>	None	

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Schedule 22: Action Plan B – Improving Curriculum Access

Ref	Issue	Recommendations	Time Scale	Priority	Cost	Date Completed	Responsibility
1	Ensure children can access home learning during any periods of isolation.	<p>Welfare calls made by staff to check children's' wellbeing.</p> <p>Use of ICT to ensure children are accessing learning.</p> <p>Effective feedback provided for pupils whilst they are accessing home learning.</p>	2020-2021	High	SLT Time and release costs	On going	SLT
2	To train staff to manage the needs of children with complex medical conditions.	<p>Inclusion Leader and Family Support Worker to change, review and update Netherbrook Primary School Medicines Policy and Procedures.</p> <p>Ensure staff receive relevant training for the medical conditions of children that they work with.</p>	Autumn Term 2021	High	Teaching Assistant Release time	TBC	Family Support Worker Inclusion Leader
3	Ensure gaps in learning are identified and learning needs are met through relevant, reliable and robust 'Catch Up' Programs.	<p>Assessment baselines of Children's learning in Reading, Writing and Maths</p> <p>Termly Assessment Data monitoring.</p> <p>Groups of children causing concern identified and intervention planned and provided in a timely manner.</p>	2020 -2021	High	SLT Teachers	Termly	SLT
4	The curriculum is accessible for all and the needs of children with SEND are tailored for.	<p>SEND My Plan/My Plan+ and EHCP targets are completed following the SEND Code of Practice cycle of Assess – Plan – Do – Review, on a termly basis. In addition, Annual Reviews take place for pupils with an EHCP. All stakeholders (pupils, parents, staff, external agencies) contribute to these reviews.</p> <p>Learning walks to be conducted to ensure the provision detailed in support plans is in place and effectively meeting the needs of the child Pupil voice to be obtained at this time.</p> <p>Outside agencies to be involved where necessary to provide further advice, guidance and support with evaluating provision</p> <p>Support programmes to be implemented and used to support children who are working 2 or more years below age related expectations</p> <p>Ensure that all out of school activities, after school clubs are open for all pupils regardless of any disability.</p>	Termly	High	Cost of release time for Inclusion Leader	Termly	Inclusion Leader Teachers Teaching Assistants

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Schedule 23: Action Plan C – Improving the Delivery of Written Information

Ref	Issue	Recommendations	Time Scale	Priority	Cost	Date Completed	Responsibility
1	Ensure all parents, carers, pupils, staff and visitors access all communication received from the school.	School to obtain up to date contact information for all pupils. Email addresses added to MIS in order to email parents. Follow up phone calls made to ensure materials have been received. Website regularly updated to keep parents informed.	Ongoing	High	Time - making phone calls	Ongoing	Headteacher Teachers