



## William Fletcher Primary School Accessibility Policy and Plan

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

1. We are committed to providing an accessible environment which 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 challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
2. William Fletcher School plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the school.
3. An Accessibility Plan will be drawn up to cover a three year period. The plan will be updated annually.
4. The Accessibility Plan will contain relevant actions to:
  - Improve access to **the physical environment** of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education.

- Increase access to **the curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a school fails to do this they are in breach of the DDA). This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.
  - Improve and make reasonable adjustments to 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 time frame.
5. The Action Plan for physical accessibility relates to the Access Audit of the School, which is undertaken regularly. It may not be feasible to undertake some of the works during the life of this Accessibility Plan and therefore some items will roll forward into subsequent plans. The audit will need to be revisited prior to the end of each three-year plan period in order to inform the development of the new Plan for the following period.
  6. As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The terms of reference for all governors' committees will contain an item on "having regard to matters relating to Access".
  7. The School Prospectus will make reference to this Accessibility Plan.
  8. The Plan will be monitored through the Finance Committee of the Governors.
  9. We acknowledge that there is a need for on-going awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.
  10. The school will work in partnership with the local education authority in developing and implementing this plan and will adopt in principle the "Oxfordshire Accessibility Strategy, Access to Learning".

11. The plan will be monitored by Ofsted as part of their inspection cycle.

February 2015

### Improving the Physical Access at William Fletcher Primary School

Improving the physical environment of the school to increase the extent to which disabled pupils and adults can take advantage of education and associated services.

Target	Activity	Responsibility	Timescale	Cost
To provide appropriate access to all users	Seek information on the needs of users and pupils. Place a bell outside the main entrance at waist height. Defined disabled parking space in car park for visitors	HT / School Manager / Governors	2015-2018	Quotes required for new bell system  Part of new building costs.
Uneven areas in playgrounds	Renew old and cracked paving slabs. Paint lines to mark level transitions as necessary	HT / School Manager	By September 2016, work to go alongside new build project.	£500
Outdoor lighting	Take advice on improving outdoor lighting around the KS1 Courtyard and KS2 playground	HT / School Manager	By September 2017	£1000
Define outside steps	Paint outdoor steps with colour to enable contrast for visually impaired	HT / School Manager	By September 2016	£100
Signage	Provide improved signage for school	HT / School Manager	By September 2016, work to go alongside	£300

	entrance		new build project.	
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Improving the Curriculum Access at William Fletcher Primary School

Target	Action	Outcome	Responsibility	Timescale	Cost
Training for teachers in curriculum differentiation	Undertake an audit of staff training needs in this area.	All teachers are able to more fully meet the requirements of all children's needs with regard to accessing the curriculum	SENCo	November 2015	Staff meeting time
Training for Awareness Raising of Disability Issues	Provide training for governors, staff, pupils and parents. Purchase resources which promote a positive image of people with disabilities	Whole school community are aware of issues relating to Access	SENCo, SLT Literacy leaders PSHE Lead	September 2016	£400
To ensure all pupils have full access to trips and extra curricular activities	Risk assessments prior to trips. Plan trips and activities with parents to ensure access. Provide support for pupils to ensure	Children participate in school activities based upon rigorous RA	All staff	2015-2018	

	they can access out of hours activities				
To ensure that staff are appropriately trained	Ensure that staff are able to identify and cope with children with disabilities such as dyslexia, ADHD, diabetes and other medical conditions. Ensure teachers, TAs and governors have access to specific training for disability issues.	Staff work with confidence with all children in their classes	SENCo	2015-2018	£400

Improving the Delivery of Written Information at William Fletcher Primary School

Target	Action	Outcome	Responsibility	Timescale	Cost
Availability of written material in	The school will seek advice on the	The school will be able to provide	School Manager/ HT/ SENCo	November 2015	

alternative formats when specifically requested.	services available for converting written information into alternative formats as the need arises.	written information in different formats when requested by individuals.			
Make available the School Prospectus, school newsletters for parents in alternative formats when specifically requested.	The school will seek advice on the services available for converting written information into alternative formats as the need arises.	The school will be able to provide written information in different formats when requested by individuals.	School Manager/ HT/ SENCo	November 2015	