



Accessibility Plan

Agreed: 4 February 2021
Review Date: Summer 2022

Live fully, act justly.

We in The Federation of St Thomas More and St Joseph’s RCVA Primary Schools are committed to equality. We will:

- Eliminate discrimination, harassment, victimisation and any other conduct that is contrary to our belief that each person is unique and special and prohibited by or under Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

With this in mind this Accessibility Plan has been drawn up. We are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their age, 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.

The Accessibility Plan will, over time and in line with changing needs:

- Improve awareness of equality and inclusion.
- Improve 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.
- Increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that all pupils, with or without a disability, are prepared for life. 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 the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include handouts, 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.

Targets	Strategies	Outcome	Timeframe	Goals Achieved
Equality and Inclusion				
Ensure children and carers with physical disability have equitable opportunity to access all areas of building	Liaise with sensory support team, occupational therapists, physiotherapists and other relevant professionals to ensure resources and	All members of the school community access all areas of building.	ongoing	Painted “nosings” on steps completed. Furniture rearranged to create better access in classrooms. PEEPs prepared for relevant children.

	layout of building are optimised to give good access.			
Ensure children and carers with visual disability have equal opportunity to access information from school.	Highlight on all school documentation that goes to parents that it is available in larger print on request.	Format of documentation altered appropriately	As required	
Ensure pupils and carers with hearing impairment are able to access verbal communication	Use of microphones and receivers in use during lessons and acts of worship. Specialist resources purchased in line with Education, Health and Care Plans.	All children and carers are engaged in discussions.	As required	
Review all policies to ensure they reflect our commitment to equality.	Governors to review policies in line with our review timetable	Policies are just, fair and equitable and are fully embedded in the life of the school	On going	
Monitor the protected characteristics of newly-recruited staff	Collect information during recruitment process and monitor to ensure equity and fairness.	Recruitment is fair, just and equitable.	As required	

Physical Environment				
Ensure all building work complies with all current equality requirements	Liaise with architect to ensure that accessibility is paramount in any new developments	All members of the school community access new parts of the building without barriers.	As required	Plans are fully compliant with all current building regulations.
Any redecorating work within the school is sympathetic to the needs of those with additional needs or disability	Advice taken re-lighting and colour schemes before any further decorating takes place.	The school decorates in a way that is supportive of those with additional needs	As required	
Curriculum				
Ensure the curriculum can be accessed by all children	Check timetables and resources are not a barrier to any individual or group's access to the curriculum.	All children access all aspects of the curriculum.	Ongoing	The school reacts to the needs of both adults and children so that the curriculum is accessible.

Equality statement

- The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum, and the right to a learning environment, which dispels ignorance, prejudice or stereotyping.
- This policy has been impact assessed by governors in order to ensure that it does not have an adverse effect on race, gender or disability equality.

Spring 2021