



# Disability Equality Policy

## Issue 2 – December 2014

The Spencer Academies Trust has delegated Full responsibility to the Local Governing Body (LGB) of Wyndham Primary Academy for this Policy. It is the LGB's responsibility to ensure this Policy is implemented and reviewed in accordance with statutory and legislative arrangements.

The Spencer Academies Trust may, on an annual, basis undertake audits to confirm that appropriate arrangements are maintained by the Academy.



## Summary of the changes

- There is a slight adjustment to the admissions SEN policy in light of the new code of conduct for SEN pupils.
- We do not need to liaise with the LA on accessibility, just the Trust
- The MEP's are now known as Health Care Plans in line with the new National Policy
- The Head of School rather than Principal managing the day-to-day operations of this policy.
- The action plan is still on-going, we now have wheelchair access at the front of school but not at the pupil entrance so this can stay on the plan.

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## 1.0 Introduction

The SEN and Disability Act 2001 extended The Disability Discrimination Act 1995 (DDA) to cover education. Since September 2002, the Governing Body has had three key duties towards disabled pupils, under Part 4 of the DDA:

- Not to treat disabled pupils less favourably for a reason related to their disability.
- To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage.
- To plan to increase access to education for disabled pupils.

The Plan sets out the governor's proposals to increase access to education for disabled pupils in the three areas required by the planning duties set out in the DDA:

- To increase the extent to which disabled pupils can participate in the school curriculum.
- To improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services.
- To improve the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

This Accessibility Plan has been developed in consultation with the The Spencer Academies Trust, LA, staff and governors of the school and covers the period from January 2015- January 2018.

## 2.0 Current Accessibility Arrangements

Wyndham Primary Academy has the following arrangements in place to comply with the DDA:

### 2.1 Admissions

The Governing Body believes that the admissions criteria should not discriminate against pupils with SEN therefore we ensure that we admit pupils already identified as having special educational needs, as well as identifying and providing for pupils not previously identified as having SEN. Pupils with special educational needs but without an Education, Health Care Plan (EHCP) must be treated as fairly as all other applicants for admission. The Code of Practice, 2014 states:

*'All children and young people are entitled to an education that enables*



*them to make progress so that they:*

- achieve their best*
- become confident individuals living fulfilling lives, and*
- make a successful transition into adulthood, whether into employment, further or higher education or training'*

At Wyndham Primary we endeavour to provide this for all children. We recognise that children learn to be strong, confident and independent from secure relationships. We aim to develop caring, respectful, professional relationships with the children and their families.

## 2.2 Access to Buildings and Classrooms

In the main, all areas of the school are accessible by all children and their parents. These areas are detailed below:

Building	Features
Main building	Most access points and toilets have either flat or ramped entrance or exits.  There is the provision of a disabled toilet at the top of the Junior corridor.  Corridors are wide enough for wheel chairs to be used.  Doors have low fitted handles.



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Building	Features
Infant Corridor	<p>Entrance to the front of the corridor is flat allowing for easy wheel chair access.</p> <p>Fire exit access to field at the rear end of the corridor is via steps. In the event that a child with a wheelchair is admitted to the school, a ramp will have to be installed (see Action Plan).</p> <p>Classroom entrances have flat floor entrances and wide doors with low handles.</p> <p>There is no dedicated disabled toilet. Disabled toilet access may have to be reviewed (See Action Plan)</p>
Junior Corridor	<p>Entrance to the front of the corridor is flat allowing for easy wheel chair access.</p> <p>Fire exit access to field at the rear end of the corridor is via steps. In the event that a child with a wheelchair is admitted to the school, a ramp will have to be installed (see Action Plan).</p> <p>Classroom entrances have flat floor entrances and wide doors with low handles.</p> <p>There is no dedicated disabled toilet. Disabled toilet access may have to be reviewed (See Action Plan)</p>
Nest	<p>Fire exit access to the Nest is a small step. In the event that a child with a wheelchair is admitted to the school, a ramp will have to be installed (see Action Plan).</p> <p>There is no dedicated disabled toilet. Disabled toilet access may have to be reviewed (See Action Plan)</p>
Halls	<p>Main entrances are flat allowing for easy wheel chair access.</p> <p>Access to Kitchen Servery is clear and suitable for wheel chair bound pupils.</p>



Building	Features
Playground	Available for all pupils. Access is available without the need to use steps.
Field Area	Available for all pupils.
Entrance Paths	All clear of steps allowing easy access for all pupils and parents.  Disabled parking space available.

### 2.3 Evacuation Procedures

The schools Fire and Evacuation Policy lays down basic procedures for the safe efficient evacuation of the school buildings.

These procedures will be adapted to meet the specific needs of an individual. Such procedures will be discussed with the pupil and parents and will be set out in the Individual Education Plan for the pupil.

### 2.4 Curriculum Access: Teaching, Learning and Assessment

Our aim is that pupils with disabilities should as far as possible have access to a full and broad curriculum, similar to that followed by their peers.

As a Main Stream Primary Academy we cannot replicate the range of support and resources that a local authority can provide. However, the school has successfully supported pupils with a range of disabilities - hearing and sight impairment, physical disability and learning difficulties of varying degrees. Decisions are taken on an individual basis following a full assessment of a child's needs. Such assessment is carried out within the terms of the school's SEN Policy and guidelines on Assessing Children who may have Special Educational Needs.

Access to the curriculum is a key issue for consideration at the stage of admission, transition within the school or when a disability develops. The Health Care Plan for the pupil will address the issue, which will therefore be kept under constant review.

Advice is sought from the appropriate national and local agencies. Support can come in a variety of formats through the school's staged intervention strategy.

- Input from specialist (external) teachers.
- Technological enhancements - induction loops, ICT.
- Adaptation of teaching materials.

The school's ICT network provides access to pupils in all locations. Effective use of these facilities can ameliorate difficulties of mobility and sight impairment in particular.



In constructing the school timetable the school will give sympathetic consideration to individual needs. Also, furniture, seating arrangements and the classroom used can be altered to facilitate access and learning. However, the location of specialist equipment may preclude some possibilities.

In conjunction with the school's SENCO teachers will assess a pupil's need for support with assessment procedures. This will include both internal assessment procedures and external assessment such as those associated with National Tests or national qualifications.

The school's policies on Teaching and Learning incorporate advice for teachers on supporting disabled pupils. The school has an on-going program of staff development related to meeting the needs of different learners. Specific training on the needs of pupils with hearing or sight impairment and those with specific learning difficulties is carried out as required.

### **2.5 Informal Curriculum**

Pupils at Wyndham Primary Academy have always been able to participate fully in the wide range of activities offered beyond the classroom consistent with the limitations imposed by any disability. This has included

- Outdoor Education.
- Sports.
- Music.
- Clubs and activities.
- Excursions and trips.

Arrangements for play, recreation and other aspects of a child's social development are incorporated into a child's Health Care Plan.

The suitability of any event and the need for additional support is discussed fully with parents in advance.

### **2.6 Information for Pupils and Parents**

Parents are routinely involved in reviewing provision for their child. The child will also be involved depending on their ability and willingness to participate.

Large print format materials will be provided when required.

Signers for deaf parents at parents evenings and school events.

If either pupils or parents have difficulty accessing information normally provided in writing by the school such as hand-outs, newsletters, homework etc. then the school will



be happy to consider alternative forms of provision. The website can be interpreted into many languages using the tools provided at the bottom of the school web page.

## 2.7 Source Materials for the new plan:

The priorities of the plan have been identified using a number of sources including:

- PLASC returns
- End of Key Stage results
- Pupil questionnaires
- Parent Consultations
- Multi-agency meetings
- Health and Safety Inspections
- Service Reports

It has been written to ensure that the school identifies and prevents discriminating practices which might disadvantage vulnerable groups by creating or exacerbating inequalities and barriers to learning.

Children with disabilities are a potentially vulnerable group who can be disadvantaged if policies, procedures and practices within the school do not take account of, and seek to remove, barriers which could deny them the educational opportunities available to other children.

Other important plans are contained and considered within this plan. They are:

- Equal Opportunities (including Racial Equality) Policy
- Health & Safety Policy (including procedures for administering medicines)
- Emergency Evacuation Procedures
- Special Educational Needs (SEN) Policy
- The School Behaviour and Discipline Policy
- The School Admissions Policy.
- The Annual School Booklet.

## 2.8 Action Plans

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Action plans will be developed as the accessibility arrangements are reviewed.



## **2.9 Management of the Plan**

The governors Resource Committee will be responsible for the strategic direction of the school's accessibility plan for obtaining and allocating the funds needed to implement the priorities in the plan.

The Head of School and the SENCO will be responsible for the plans day to day implementation.

Progress of the plan's priorities will be reported:

- to the Full Governing Body at least once per year.
- In the School Booklet.
- In the School website.
- In the School Profile.

Parents/carers may request a copy of the Accessibility Policy/Plan from the School Office.



## Wyndham Primary Academy

	Timescale	Objective	What	Who/How	When	Outcome	Completed
1	Short Term	To ensure all teachers are following the new SEN policy in light of current needs	All teachers need to ensure they are using appropriate visual learning tools and are aware of the new SEN developments	Monitor by SENCO	Ongoing	Continual CPD training on staff in order to remove all barriers to learning Staff INSET to discuss the implications of new Code of Practice	
2	Short Term	Ensure compliance with DDA and Code of Practice	Staff and governors informed of requirements and obligations of the DDA and Accessibility Plan shared with personnel	Staff and governors meetings	Ongoing	All personnel aware of requirements and obligations	
3	Short/ Medium Term	Greater awareness of and confidence in dealing with pupils with SEN amongst teachers	Identify areas where knowledge and skills base needs need to be extended Variety of staff given experience in the nest	More highly trained staff in this area	Ongoing	Better access to the curriculum for all children	
4	Medium Term	To ensure that both areas inside and outside conform to the H & S guidelines	To assess any high risk areas and carry out appropriate risk assessments, working to bring them up to an acceptable level.	Trust representatives, Principal, staff, caretaker and governors to carry out risk assessments	When required	All risk assessments carried out so far, this is ongoing as it is responding to particular needs as and when they arise e.g risk assessment and personal plans. H & S Audit completed and achieved. Review Physical access for the deaf and partially sighted? Eg, hearing/inducti on loops, tactile routes through the school, doors in contrasting colours to	



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	Timescale	Objective	What	Who/How	When	Outcome surrounds etc.	Completed
5	Medium Term	Training for staff on differentiation for the children with impairments	SENCO to investigate what areas of training are required	Principal and SENCO to carry out or arrange relevant training	When required	All personnel are trained in the relevant areas	
6	Medium Term	To update and review the accessibility plan on an annual basis	Carry out an audit of the plan	Review plan and liaise with Principal and SENCO for an update on current children with disabilities	Spring 2015	Plan reviewed annually	
7	Long Term	To ensure all exits have the appropriate ramps needed	To assess all exits and bring them up to the acceptable level needed	Trust representatives, Principal and governors	By 2018		
8	Long Term	To create provision for a disabled toilet in 'The Nest'	To investigate and assess where to house toilet	Trust representatives, Principal and governors	By 2018		