Accessibility Plan
2021 - 2027

Approved: June 2021
To be reviewed: June 2027

ACCESSIBILITY PLAN 2021

Raddlebarn Primary School is committed to ensuring that all pupils have the right and equality of opportunity to access an outstanding education.

This plan should be read in conjunction with the **School Development Plan** and outlines the proposals of the governing body of Raddlebarn Primary School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. It has been written to meet the requirements of the school to carry out accessibility planning for disabled pupils as stated in the Equality Act 2010 and the SEND Code of Practice 2014. It includes an accessibility plan for 2021 to 2025.

This Accessibility Plan has been drawn up in consultation with the staff and governors of the School and covers the period from January 2021 – 2025. This statement sets out the ways in which Raddlebarn Primary School provides 'access' to education for all pupils.

We are committed to working towards providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We seek to raise aspirations, empower pupils, developing their capacity to make informed choices and lead a happy, healthy life. We embrace diversity, recognise individual needs and encourage all pupils to achieve their best.

The following areas will form the basis of the Accessibility Plan with

relevant actions to:

- Increase the extent to which pupils with disabilities participate in the curriculum, incorporating after-school and out of school activities and including educational visits;
- Improve the physical environment of the school.

- Improve the written information to students, staff, parents and visitors with disabilities.

The above aims will be delivered within an agreed timeframe, and in ways which are determined after considering the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy. The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide reasonable support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- The parents/carers of pupils
- The headteacher and other relevant members of staff
- Governors
- External school partners and health professionals

This plan is reviewed annually to consider the changing needs of the schools and its pupils, and where the school has undergone a refurbishment. It is acknowledged that there will be the need for on-going awareness raising and training for all staff and governors in the matter of disability discrimination and the potential need to inform attitudes on this matter.

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

- Health & Safety
- Special Educational Needs Policy
- Behaviour Policy