



Hadley Wood Primary School Accessibility Policy

Date the policy came into effect	September 2023
Date of the next policy review	September 2026
Name of the person responsible for this policy	Fran Worby
Issued to	Staff, governors and parents
Date of issue	September 2020

Accessibility Policy

Rationale

The governors and staff of Hadley Wood School are dedicated to ensuring that all pupils have access to a high quality education. We are 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 an inclusive school and seek to promote social inclusion, irrespective of disability, faith, nationality, sexual orientation, gender identity or gender expression.

A person has a disability if he or she has a physical/mental impairment which has a substantial and long-term effect on his/her ability to carry out normal day-to-day activities. We believe that this Accessibility Policy is compliant with current legislation and requirements as outlined in the Equality Act 2010, Schedule 10 (which incorporates the SEN and Disability Act, 2001 and the Disability Discrimination Act, 1995)

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised every 3 years. Attached to this policy is the action plan showing how the school will address the priorities addressed in the policy.

Aims

- To make reasonable adjustments for persons with a disability, so that they are not at a substantial disadvantage
- Not to treat disabled pupils, parents and staff less favourably for a reason related to their disability
- To plan to increase access to the curriculum for persons with a disability; including teaching and learning, access to the school environment and school visits

This policy and action plan sets out the proposals of the Governing Body of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the Discrimination Act:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services
- Improve the delivery of information to disabled pupils

Audit of Existing Achievements and Provision:

Curriculum:

- Data obtained on future pupils to facilitate advanced planning, includes pupils entering the Foundation stage.
- Established procedures for the identification and support of pupils with Special Educational Needs and Disabilities.
- Detailed pupil information on SEND pupils and those with additional needs, including disabilities, shared with relevant staff.
- Regular meetings between Inclusion Manager and Teaching Assistants to discuss SEND pupil's needs and interventions required. Timetabled support line-managed by the Inclusion Manager.
- Termly whole school pupil progress meetings with teaching staff, Inclusion Manager and Headteacher.
- Pupils and parents involved in target setting and review of Individual Support Plans.
- Liaison with external agencies, e.g. EP, CAMHS, BSS, Speech and Language Service, EWO, Physiotherapist, OT, Advisory Service for Autism, Hearing Impaired Service and Visually Impaired Service.

- Specialist resources to support specific needs, e.g. writing slopes, move and sit cushions, pencil grips, coloured paper, coloured overlays, reading rulers, therapeutic putty, iPad apps, etc.
- Specialist arrangements for KS2 SATS, e.g. extra time applied for, use of amanuensis, large print or modified print papers.
- Adapted curriculum and bespoke curriculum, where necessary, to enable all pupils to feel secure and make progress.
- Teaching assistants deployed to facilitate English, mathematics, speech and language and OT intervention programmes.
- Risk assessments are carried out for all school trips and are recorded on Evolve.
- Individual risk assessments are put in place for pupils with a high level of need and for those with temporary disabilities, e.g. broken limb.

Physical Environment:

- Ramp between the KS1 and KS2 playgrounds.
- Wheelchair access to KS1 building.
- Wheelchair access to the ground floor of the KS2 building.
- Additional rooms for quiet times, 1:1 or small group work
- Yellow anti-slip paint markings highlight the edge of any external steps
- Yellow stair treads highlight the edge of any internal steps
- Anti-Slip Stair Markings to support partially sighted pupils, staff and visitors to the site.
- The school will take account of the needs of pupils, staff and visitors with physical disabilities and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises.

Information

- Provision of information to pupils with a disability – this is currently provided by review meetings, parents evenings and meetings with external agencies as required. Information from external agencies will be discussed and they are encouraged to attend meetings with parents. The school has an open door policy and parents may contact the school at any time if they feel they need advice or additional information.
- Prospective parents of pupils with Education, Health and Care Plans and pupils identified as having a special educational need are invited to a transition meeting to discuss their child's particular needs prior to the pupil starting at school. These pupils may be visited in the pre-school setting and/or the home by school staff.
- It is our aim to ensure that the transition of pupils with a disability to different schools including secondary schools is respected and planned for. To ensure the future of the accessibility plan this plan should become less of an independent strategy and more of a thread running through all the school's plans and policies.

Equality Act 2010: Advice for Schools

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

This policy and action plan will be reviewed annually by the Curriculum sub-committee of the Governing Body, Headteacher, Assistant Head for Inclusion and Senior Management Team

This policy should be read in conjunction with the following school documents:

- Equal Opportunities
- Positive Behaviour Policy
- Inclusion Policies (SEND, MA G & T, EAL)

Policy review: September 2026