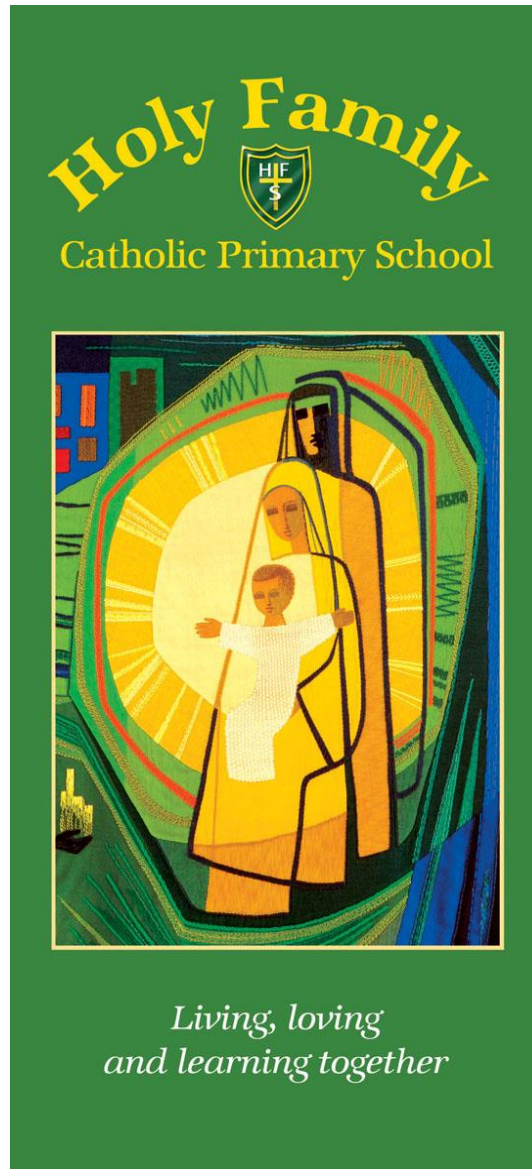


# Holy Family Catholic Primary School

The Rosary Trust



## ACCESSIBILITY POLICY AND ACTION PLAN



# Accessibility Policy and Action Plan

## School Mission Statement

*In our Catholic School, with God at the centre of our lives,  
we offer every child a high standard of education, meeting individual needs,  
in a caring and loving community,  
which celebrates our faith.*

*.....Living, Loving, Learning Together.....*

At Holy Family we are committed to developing the spiritual, academic, physical and social potential of each child. We are committed to challenging negative attitudes about disability and accessibility, and developing a culture of awareness, tolerance and inclusion in line with our Christian values.

### **Definition of Disability**

Disability is defined by the Disability Discrimination Act 1995 (DDA):

"A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities."

**The SEN and Disability Act 2001 extended the Disability Discrimination Act to cover education. From September 2002, the Governing Body has 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, including potential adjustments which may be needed in the future.
- To plan to increase access to education for disabled pupils.

This plan sets out the proposals of the Governing Board of Holy Family Catholic Primary School to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

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

The Governing Board also recognises its responsibilities towards disabled staff and will:

- monitor recruitment procedures to ensure that people with disability are given equal opportunities.
- ensure that staff with disabilities are supported with special provision to ensure that they may carry out their work effectively without barriers
- where necessary, undertake reasonable adjustment to enable staff to fully access the workplace

It is a requirement that the school's accessibility plan is resourced, implemented and reviewed and revised as necessary. This plan will be reviewed in consultation with the

Staff, Governors, School Council, Parents of students and External agencies

## **Contextual Information**

Holy Family is a single storey building. It is fully accessible to everyone. There is a toilet facility for those with a disability.

### Action Plan

Our Accessibility Plan is well resourced, implemented and reviewed and revised as necessary. We are committed to providing a fully 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.

Holy Family School plans to continue to provide an excellent standard of accessibility to all. The plan will be monitored by the Leadership Team and Governors. It will be the responsibility of all staff. It is also supported by the following policies: Equality, Equal Opportunity, SEND, Inclusion, EAL, Teaching and Learning.

Priority	Lead	Action	Resources	Time	Success Criteria
<b>Planning Duty 1</b> Increasing the extent to which disabled pupils can participate in the school curriculum					
Continue to ensure that pupils with a disability can access the curriculum (including trips, visits and clubs)	All staff	When planning themes and trips staff to ensure that accessibility to the learning has been considered and any adjustments made.	As appropriate	On-going	All children can fully access all areas of the curriculum and school life.
Provide training for all staff on differentiation/accessibility of the curriculum:	Inclusion Manager  Specialist Teachers	Inclusion staff to work closely with staff to ensure that all lessons are accessible to all pupils.  Ensure that staff know how to use necessary specialist equipment.	Differentiation resources  Specialist equipment.	On-going and as necessary	All staff know how to ensure full access for pupils to the curriculum, and can use specialist equipment as necessary.
Ensure that specialist equipment is in good repair and fit for purpose	Inclusion Manager in liaison with staff and external agencies as appropriate	Liaise with external agencies and parents as necessary.	Purchase necessary equipment that isn't provided via specialist services.	On-going	Specialist equipment is all in place to support accessibility
<b>Planning Duty 2</b>					

Improving the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services:					
Ensure that all staff are aware of the access needs of disabled pupils, staff, governors, parents/carers and visitors	HT Inclusion Manager	Liaise as necessary and make adaptations as appropriate, eg: liaising with specialist teachers/agencies.	None	On-going	Holy Family is aware of disability needs and takes appropriate action for access.
We will continue to carry out an annual access audit to ensure the physical environment is always suitable, including fire escape.	Site Manager in liaison with HT and Lead Governors.	Conduct audit and carry out any actions	Costs as necessary	Annually	Physical environment is always accessible, and fire escape routes are suitable.
Maintain safe access around exterior of the building	Site Manager	Ensure pathways are kept clear. Ensure outdoor learning areas are suitable for disabled access	None	On-going	Exterior of building is safe and accessible
Planning Duty 3					
Improving the delivery of information to disabled pupils (and parents)					
Continue to audit the communication needs of the students/parents.	Inclusion Manager, HT and Office Manager	Make any necessary adjustments. (eg: clear and simple English, size of font, use of website and mobile technology, working alongside a parent to complete forms)	None	On-going	Delivery of information is always good.
Annual Review information to be as accessible as possible	Inclusion Manager in liaison with teaching staff	Continue to use child-friendly formats. Support parents as necessary, eg: large print, signers.	None	On-going	All paperwork is accessible and understood.
Links with other policies					
SEND, Inclusion, Behaviour, Equalities Policy, Intimate Care Policy, Child Protection Policy, Equal Opportunities, Health & Safety, Positive Handling.					

.....Living, Loving, Learning Together.....