



All Saints CE (VC) Primary School

Disability Equality Scheme and Accessibility Plan 2016-18

Summary

1. The purpose and direction of the school's scheme

To show how the school is going to meet the duty to promote disability equality for disabled pupils, staff, parents and visitors

2. The Disability Equality Duty

The duty requires schools, when carrying out their functions, to have due regard to the need to

- Promote equality of opportunity between disabled people and other people
- Eliminate discrimination that is unlawful under the Equality Act 2010
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled pupils
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment

The duty applies across schools' duties:

- To disabled pupils
- To disabled staff
- To disabled parents / carers and other users of the school

3. Involvement of disabled pupils, staff and parents

There are currently no disabled users of our premises. However, in order to make sure we are prepared for such an eventuality, the following are to be interviewed to gain their views in relation to barriers they face and methods of overcoming them:

- Disabled pupils
- Disabled members of staff
- Disabled users of the school

4. Information gathering

Information about disabled people will be gathered through the following means:

- Pupil admission information
- Parent feedback
- SIMs data sets
- SEND reviews / statements
- Recruitment process
- SCC / Entrust Access Officer

Achievements of disabled people will be gathered through:

- Data analysis on progress and value added
- Records of achievement
- Celebration assembly / awards for achievement/ certificates etc

Information is gathered as part of the school's self evaluation process and is used to inform future plans and schemes

5. Impact assessment

The impact of all school policies and practice on disability equality will be assessed at the time of review with the Governing Body.

6. Main Priorities

Following examination of the information gathered, the priorities for development will be set out in an action plan to address areas of potential discrimination under the Equality Act 2010

7. Making it happen

The action plan will include

- Clear allocation of lead responsibility
- Clear allocation of resources
- An indication of expected outcomes or success criteria
- Clear timescales
- A specified date

8. Publication

The scheme will be available on the school website and upon request

9. Reporting

The school will report on the scheme on a 3 year cycle

10. Review

The scheme will be reviewed and revised as necessary (and on a 3 year cycle)

Disability Provision recommendations from previous plan

- Disabled toilet was installed 2010
- New pupil toilets in Early Years area
- Working towards Healthy School status (completed Feb 2014)
- Appropriate and specific intervention programmes for SEND pupils - ongoing
- IEPs in place - ongoing. Now change to 'Passport For Learning' 2016)
- Working towards full Dyslexia Friendly Schools status - to be achieved 2018 (**PLEASE SEE SCHOOL DEVELOPMENT PLAN APPENDIX - SEND ACTION PLAN**)

APPENDICES ON FOLLOWING PAGES

ALL SAINTS CE (VC) PRIMARY SCHOOL

Disability Equality Scheme Action Plan and Accessibility Plan (2016 - 2018)

Appendix 1

All Saints CE (VC) Primary School will take the following actions to inform our Disability Equality Scheme and under the following aspects of the General Duty:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is unlawful under the Equality Act 2010
- Eliminating harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

PRIORITY 1 - CONSULT STAKEHOLDERS ABOUT ACCESS FOR DISABLED PUPILS AND OTHER USERS

Objectives	Resources	Key Actions	Key Person	Completion	What impact will we see	How will we measure the impact	Annual review comments
Initiate consultation with disabled pupils, staff, parents and the community to inform the scheme of disabled people views, needs and promote a positive attitude to disability. Ensure consultation is on a timely basis	<ul style="list-style-type: none"> • Disabled Pupils • Staff • SEND Co-ordinator • Student Council • School newsletter 	<ul style="list-style-type: none"> • Create and distribute staff consultation survey • Convene pupil focus group for consultation • Consultation with parents via school parent forum 	HT GOVS	Consultation will be ongoing as needs arise.	Several consultation methods available to the school and opinions, needs and feedback on school services is achieved	Reasonable adjustments based on consultation are evident and feedback gained on the impact of any adjustments	

PRIORITY 2: PUBLICISE AND PROMOTE THE SCHOOL'S DES AND EFFORTS TO ENSURE EQUALITY OF ACCESS FOR DISABLED USERS

Objectives	Resources	Key Actions	Person Responsible	Completion	What impact will we see	How will we measure the impact	Annual review comments
<p>Ensure efforts to promote disability equality are publicised on a timely basis</p>	<p>School newsletter School website / Prospectus Admissions info School profile</p>	<ul style="list-style-type: none"> • Include articles such as disability awareness week / PHSE topics in the newsletter when appropriate • Publish the DES on the school website when it is fully developed • Include statement on disability equality and how the school can help on the website with admissions info and school profile • Ensure recruitment information contains information on disability equality 	<p>HT GOVS</p>		<p>The schools positive attitude towards disability is promoted to all stakeholders</p>		

Notes / Comments

Objectives	Resources	Key Actions	Person Responsible	Completion	What impact will we see	How will we measure the impact	Annual review comments
1. Modify key areas of the school to ensure accessibility to all areas	Access funding if possible	Install ramps for wheelchair access if required. Also widen doors if required	HT GOVS	To be arranged	Improved access to all areas of the building in line with Building Regulations and Equality Act Legislation	Feedback from consultation groups	
2. In relation to replacing hard standing areas around the school ensure adequate provision for disabled people and safe access to the fire assembly point	Access Funding if possible	Liaise with Access Team to identify issues for the disabled throughout the school grounds and design appropriately. Obtain permission to replace a hard standing area with a soft play area	HT GOVS		Improved access to the school buildings and entire school site for the disabled Access to the assembly point enabled.	Feedback from consultation groups Access Team input Fire practice Consultation feedback	

Improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated Services.

Accessibility Plan: Increasing the extent to which disabled pupils can participate in the school curriculum

Objectives	Resources	Key Actions	Person Responsible	Completion	What impact will we see	How will we measure the impact	Annual review comments
1. Enable all disabled pupils to access classrooms and equipment by considering classroom layout and specialist furniture and equipment	Access funding if possible Specialist equipment providers	Where appropriate review classroom furniture set up and ensure access is available to the disabled where reasonable adjustments can be made Consider the need for adjustable tables and other specialist equipment for all subjects	HT GOVS	As appropriate	Increased access to the curriculum by ensuring full access around classrooms and to all equipment for the disabled and by ensuring full participation in all areas of the curriculum where safety is not put at risk. Participation and performance levels of disabled pupils may increase as a result	Disabled pupils performance data, feedback from consultation groups	

<p>2. Develop staff awareness on participation and ability of disabled pupils</p>	<p>SEND Support Awareness Training Individual Pupil consultation</p>	<p>Arrange staff awareness training (linked with DES priority 3) and one of one consultation with disabled pupils to fit activities to their needs</p> <p>Ensure suitable teaching support for teaching staff and disabled pupils</p>	<p>HT GOVS</p>		<p>To develop understanding of particular disabilities and be able to reasonably adapt teaching methods or activities to suit the needs of disabled pupils.</p>	<p>Pupil consultation feedback; Performance data; Staff consultation survey results</p>	
<p>3. Ensure school trips are accessible to all disabled pupils where this does not contravene safety</p>	<p>SEND support Individual Pupil / parent consultation Trip organisers</p>	<p>Ensure that planned trips are assessed for their suitability for disabled pupils involved and provision for inclusion is made and a risk assessment is carried out</p>	<p>HT GOVS</p>		<p>Inclusion for all disabled pupils on trips where safe and adequate support is provided for them to take part fully</p>	<p>Pupil consultation feedback, staff survey feedback</p>	

Accessibility Plan: Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled as appropriate

Objectives	Resources	Key Actions	Person Responsible	Completion	What impact will we see	How will we measure the impact	Annual review comments
Ensure that all school information can be made accessible to disabled as far as reasonably practical	Access Team contacts for Braille and sign language School office for enlarged print	<p>Ensure the provision of enlarged text documents upon request within a reasonable timeframe.</p> <p>Make contacts through the Access Team in order to have the provision of sign language interpreters and translation services for Braille or Audio descriptive texts upon request by disabled people within a reasonable timeframe</p> <p>ACCESS team email address http://www.staffordshire.gov.uk/education/ASSIST/home.aspx</p>	HT GOVS	On going	All disabled stakeholders can access relevant and appropriate school information within a reasonable timeframe	Evidence of requests and successful supply - consultation group feedback	

Notes / Comments:

Person responsible - Mr Dipple / appointed governor

To be reviewed in March 2019 and updated when necessary