



BIRCH HILL PRIMARY SCHOOL AND NURSERY

Initial approval:	May 2018
Review frequency:	Every three years
Date(s) reviewed:	December 2021, October 2024

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Purpose of Plan

The Trust's values are; be inclusive, aim high and work together; our aim is that every school in our Trust, whilst espousing our values and having a core of common policies and procedures, will serve its own community's needs in a bespoke way and also create a feeling of community within its own school. In that way all the potential and talents of every child and every member of staff will be nurtured.

The purpose of this plan is to show how our educational setting intend, over time, to increase accessibility to the physical environment, the curriculum and written information. That all pupils/students with a disability can take full advantage of their education and associated opportunities.

Key Aims

Maiden Erlegh Trust aims to treat all its pupils/students fairly, equitably and with respect. This involves providing access and opportunities for all without discrimination of any kind eg:

- To increase access to the curriculum for pupils/students with a disability: to include teaching and learning, the wider curriculum of the school such as participation in afterschool clubs, leisure and cultural activities or school visits and residential visits.
- To improve and maintain access to the physical environment of the schools to include all building works and contingency planning during the upgrades and developments.
- To improve the delivery of communications and information for disabled pupils/students and their families. The information should consider any disabilities that pupils/students and their families may have and their preferred formats. These will be made available within a reasonable timeframe in response to the needs for total access to the school's environment, curriculum and information and full participation in the school community.

Maiden Erlegh Trust is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The Trust supports any available partnerships to develop and implement the plan.

Our complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in one of our schools, this procedure sets out the process for raising these concerns.

Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

- The Equality Act 2010 defines an individual as disabled 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 undertake normal day to day activities.
- Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

- Schools are required to make 'reasonable adjustments' for pupils/students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled student faces in comparison with non-disabled pupils/students. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

This policy complies with our funding agreement and articles of association.

Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary. It will be approved by the School Advisory Board.

Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- SEND policy
- Supporting students with medical conditions policy

School Context

Birch Hill Primary School and Nursery consists of a large site on one level and all areas are accessible.

As a primary school, the age of the students ranges from 3-11 years of age. There are approximately 400 students and 60 staff on site. Currently, there are no staff members who are physically unable to access an area of the school. There are no pupils who cannot access all parts of the school on a permanent basis.

ANNEX 1 - Curriculum Accessibility Plan

Standard	Available Resources	Activity	Key People	Deadline	Success Criteria	Monitored & Evaluated By
<ul style="list-style-type: none"> Pupils with a disability are able to access the curriculum Responding to pupils diverse learning needs and overcoming potential barriers to learning and assessment for individuals and groups of pupils 	<ul style="list-style-type: none"> High quality lesson planning with clear adaptations where necessary Resources tailored to the needs of pupils who require support to access the curriculum. Purchase additional resources to assist with learning e.g. coloured overlays, apparatus, sloping desks, laptops etc Working collaboratively with 	<ul style="list-style-type: none"> Lessons show clear intent and adaptations are made where needed for pupils to access the curriculum. Curriculum progress is tracked for all pupils, including those with a disability Targets are set effectively and are appropriate for all pupils including those with additional needs. Whole school training relating to pupils with disabilities or other additional needs Specific training provided to develop staff understanding of different needs Targeted training for identified staff who work closely with children with significant or identified needs Review planning to incorporate improved 	<ul style="list-style-type: none"> Teachers Phase Leaders SENDCo Support staff 	Reviewed annually	<ul style="list-style-type: none"> Staff confident to support individual pupils Improved access for identified children Improved knowledge and expertise in prior learning and next steps to inform planning Teacher set suitable learning challenges Review of child learning profiles and EHCP targets and provision changes to ensure children's needs are met 	<ul style="list-style-type: none"> Phase Leaders Deputy Head SENDCo

	<p>professionals to ensure children with significant needs can access the curriculum</p> <ul style="list-style-type: none"> • Access to laptops / technology • CPD sessions • Monitoring and feedback 	<p>assessment for learning opportunities</p> <ul style="list-style-type: none"> • Increase in learning engagement through use of ELSA and other professionals (Sensory Consortium, Support for Learning, Occupational Health) • Termly progress meetings • Regular communication with parents 				
All children are able to access enrichment activities	<ul style="list-style-type: none"> • External trips • Visits and activities within school • Sports day • School productions • Residential/s 	<ul style="list-style-type: none"> • Events and trips to enhance learning experiences • Risk assessments to be tailored for individuals • Enrichment fund is available for pupils 	Teachers	Ongoing	Enrichment opportunities identified	Headteacher
Classrooms and curriculum plans promote the participation and independence of all pupils	<ul style="list-style-type: none"> • Use of IT: laptops, Imprint and visual aids to improve access to educational resources for pupils. 	<ul style="list-style-type: none"> • Enhanced pastoral support for specific pupils • Clear adaptations are made for pupils to access the lessons 	<ul style="list-style-type: none"> • Teachers • Phase Leaders • SENDCo 	Reviewed annually	Identified children increase rates of engagement with lessons	<ul style="list-style-type: none"> • Phase Leaders • SENDCo • Deputy Head • Headteacher

	<ul style="list-style-type: none"> Working alongside professional agencies e.g. Occupational Therapists, SALT, etc 					
<p>Difference is respected and valued and diversity is celebrated: there is a shared sense of cohesion and belonging.</p>	<ul style="list-style-type: none"> PSHE Curriculum Assemblies Reading material and resources that explore and celebrate disability, diversity and inclusion School council 	<ul style="list-style-type: none"> PSHE curriculum includes activities that promote equalities awareness Curriculum review to ensure high quality delivery and impact. Assemblies Anti-Bullying – children are aware of how to report bullying and feel safe to do so without recrimination Staff treat all reports of bullying with respect and sensitivity The website and other promotional materials include a full range of images and content reflecting all key groups All children are eligible for School Council 	<ul style="list-style-type: none"> PSHE Lead Teachers 	Ongoing	<ul style="list-style-type: none"> Children are able to talk positively about diversity and differences Purchase of books and other materials Children actively take part in Anti-bullying week activities and children's posters are displayed around school SEND children are represented in student panels / pupil voice 	<ul style="list-style-type: none"> PSHE Lead Headteacher SENDCo Deputy Head

ANNEX 2 - Physical Accessibility Plan

Standard	Available Resources	Activity	Recipients	Deadline	Success Criteria	Monitored and Evaluated By
Progressive planned improvements to the physical environment of the school to improve accessibility	<ul style="list-style-type: none"> Trust audit tool Signage around school and in classrooms Specialist furniture and resources 	<ul style="list-style-type: none"> Undertake site audit to highlight areas of improvement Classroom environment clearly labelled and organised Reduce potential sensory overload by minimising use of lots of different coloured backing paper in one area 	Persons with a disability	<ul style="list-style-type: none"> Audit (Dec 2024) Other work is ongoing 	<ul style="list-style-type: none"> Complete audit and plan of work developed Classrooms and wider school environment have effective signage that is accessible to all When identified, resources and specialist furniture purchased 	<ul style="list-style-type: none"> School Business Manager Site Controller Headteacher
All persons within the school environment are able to exit easily in the event of an emergency	<ul style="list-style-type: none"> Evacuation plan Health & Safety audit PEEP 	<ul style="list-style-type: none"> Persons who may have difficulty leaving the building in an emergency are identified and PEEP written 	Persons with a disability	<ul style="list-style-type: none"> Sept 2024 	<ul style="list-style-type: none"> PEEPs written and relevant staff informed 	<ul style="list-style-type: none"> School Business Manager Site Controller SENDCo

ANNEX 3- Provision of Information Plan

Standard	Available Resources	Activity	Recipients	Deadline	Success Criteria	Monitored and Evaluated By
<p>Improve the delivery to disabled pupils and parents of information which is provided in writing</p>	<p>Advice from physical sensory service and language support service</p>	<ul style="list-style-type: none"> • Improved provision of information in different formats • Identify providers of 'translation' services • Information about the school available online or in large print on request • Signpost parents to IASS details 	<ul style="list-style-type: none"> • Pupils and parent with disability • Parents with disability 	<p>Dec 2024</p>	<ul style="list-style-type: none"> • Pupils and parents able to access information in different formats • Regular SEND updates in parent newsletter 	<ul style="list-style-type: none"> • Headteacher • School Business Manager

ANNEX 4 - Preventing and Dealing with Discrimination Plan

Standard	Available Resources	Activity	Recipients	Deadline	Success Criteria	Monitored and Evaluated By
<p>Discrimination, harassment, and victimisation on the grounds of protected characteristics will be eliminated</p>	<ul style="list-style-type: none"> • Jigsaw Resources • School Behaviour policy • Trust policy • National College Training • CPD and face-to-face training 	<ul style="list-style-type: none"> • Equality awareness is raised through: <ul style="list-style-type: none"> ○ information on the website ○ training during induction and the annual Safeguarding training • Equalities Training week <ul style="list-style-type: none"> ○ in the Staff Handbook ○ in the Home School Partnership Agreement • PSHE curriculum and the Jigsaw programme ensures that all year groups receive Equalities education and that there is progression from Year R to Year 6 • Anti-bullying week activities • Rates of bullying and discrimination, harassment and victimisation based on protected characteristics do not happen • Parent, student and staff surveys 	<p>All stakeholders</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Rates of bullying and discrimination, harassment and victimisation based on protected characteristics continue to fall • Staff, parent and pupil survey to highlight any areas of improvement • Review staff handbook 	<ul style="list-style-type: none"> • Headteacher • SAB