



Spixworth Infant School

Accessibility Plan

2021-2024

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Signed by:

_____	Headteacher	Date:	_____
_____	Chair of governors	Date:	_____

Aims of the Accessibility Plan

This plan outlines how Spixworth Infant School aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have 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.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the curriculum.
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The governing board also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate 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:

- Pupils' parents.
- The headteacher and other relevant members of staff.
- Governors.
- External partners.

This plan is reviewed every three years to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone a refurbishment.

The accessibility audit

- 1.1. The governing board will undertake an Accessibility Audit at least every three years.
- 1.2. The audit will cover the following three areas:
 - **Access to the curriculum** – the governing board will assess the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers.
 - **Access to the physical environment** – the governing board will assess the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers.
 - **Access to information** – the governing board will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.
- 1.3. When conducting the audit, the governing board will consider all kinds of disabilities and impairments, including, but not limited to, the following:
 - **Ambulatory disabilities** – this includes pupils who use a wheelchair or mobility aid
 - **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
 - **Visual disabilities** – this includes those with visual impairments and sensitivities
 - **Auditory disabilities** – this includes those with hearing impairments and sensitivities
 - **Comprehension** – this includes hidden disabilities, such as autism and dyslexia
- 1.4. The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.
- 1.5. All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents.
- 1.6. The actions that will be undertaken are detailed in the following sections of this document.

Planning duty 1: Curriculum

	Issue	What	Who	When	Outcome	Review
Short term	Monitoring of access to school events, trips, visits and clubs is inconsistent	System to be set up to capture access for monitoring	Office team	2021-22		
	Availability of reading resources to enable access for visually impaired is limited	Selection of large print or braille texts to be purchased	AC to source	2021-22		
Medium term	No staff member has high knowledge related to gender identity	Gender identity training	MHC: JK	by 2022-3		
Long term	2 classrooms limit movement through obstructive, fixed benching in front of doorways	Removal of benches and pipework beneath	DB to lead	by 2023-4		

Considerations of potential future needs	Forest School could be inaccessible to a child with mobility issues	Accessible pathways would be required				
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Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome	Review
Short term	Persons with visual or sensory needs cannot easily navigate the premises	Tactile signage inc directional signage to be added	DB to source	2021-22		
Medium term	Access routes into the classrooms are stepped only	Steps to be changed to ramps into 1x EYFS and 1x KS1 class (replace concrete or add non-fixed)	DB to seek quotes and oversee installation	by 2022-3		
	Paving between school and council owed premises is uneven and causes a hazard for any person with mobility issues	Council to level area	DB to contact council	by 2022-3		

Long term	Lighting in classes is low quality	Strip lights to be replaced with LED lights	DB to seek quotes	by 2023-4		
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Planning duty 3: Information

	Issue	What	Who	When	Outcome	Review
Short term	Pupils and parents do not currently co-produce the accessibility plan	Pupil and parent voice to be collected annually	HJ to request	2021-22		
	No member of staff currently has sufficient knowledge to safely evacuate a person with disabilities	Evacuation training to be undertaken by 1x staff member	DB to book, HoS to attend	2021-22		

Medium term	Current website does not have functions to enhance accessibility	Multi-language and narrate functions to be added	DB to work with web designer	by 2022-3		
Long term	Persons with hearing impairments cannot easily access general or emergency information	Induction loop to be fitted and possibility of visual fire alarm to be investigated	DB to seek quotes	by 2023-4		