

# WICKHAM CHURCH OF ENGLAND PRIMARY SCHOOL



## Accessibility Plan

The purpose of this plan is to provide responsive and accessible services for all stakeholders with disabilities at Wickham Church of England Primary School, promoting equality and challenging discrimination.

We value all people and the diversity that they bring to the School. The purpose of this plan is to lay out our commitment to promoting disability equality in terms of recruitment, facilities, accessibility, attitudes, behaviour, access to learning and social life.

This plan arises from The Disability Discrimination Act (DDA) 1995, The Special Educational Needs and Disability Act (SENDA) 2001 and Equalities Act 2010 requiring all public sector organisations to be proactive in promoting positive attitudes to disability. The Disability Discrimination Act 1995 states that a person has a disability if they have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities.

We will strive to champion equality for people with disabilities and aim to lead in the following ways:

- ☐ Provide responsive and accessible services for all employees, parents and learners.
- ☐ Promote equality of opportunity between disabled people and other people.
- ☐ Promote inclusion for disabled people through all school policies.
- ☐ Take account of people's disabilities, even where that involves treating some people more favourably than others.
- ☐ Challenge and eliminate all forms of discrimination and disability related harassment.
- ☐ Encourage participation by people with disabilities in public life.
- ☐ To promote positive attitudes towards people with disabilities.

### Scope

Our commitment to this plan builds on the progress already made at Wickham Church of England Primary School in promoting disability equality and fulfils the requirement to have an Accessibility Plan in place. By building on the good practice already established, we aim to continually develop our positive approach in promoting disability equality for all people and are determined to embed Disability Equality as a key aspect in all strategic planning.

The plan will be reviewed annually and revised as required on behalf of the governors by the Resources Committee. It will be supported by an action plan to improve disability equality derived from consultation

with external agencies, learners of all abilities; local community disabled groups and staff. We value the input and diversity that individuals with disabilities bring to this process.

It is intended that the plan will provide an effective link between all members of the School community including all staff, parents, learners, service users and Governors.

## **Consultation**

The views and opinions expressed through the consultation process have helped and influenced the final version of the Accessibility Plan.

## **Impact Assessment**

We recognise that all School policies and procedures need to be reviewed in light of the plan to ensure that they are designed with disabled people in mind. Impact assessment is a method of reviewing policies and practice to evaluate their effectiveness and to eliminate discriminatory practice. This work will be carried out by members of the Resources Committee in consultation with learners and staff with disabilities.

A number of policies should be subject to early impact assessment, for example:  
Admissions, Equality, Behaviour, Managing Staff in Schools.

## **Information**

The School will gather and report on a range of information relating to stakeholders with disabilities. The information will be evaluated by the Resources Committee and reported to the Governing Body. The report will include an analysis by specific disability to determine whether the needs of learners and other stakeholders have been met. The recommendations of the report will feed into the School Improvement Plan.

Plan written by the Resources Committee

Agreed by governors: 11<sup>th</sup> March 2015 \_\_\_\_\_