Hillside Primary School

Accessibility Plan

Signed By:

_____	Inclusion Manager	Date: _____
_____	Headteacher	Date: _____
_____	Chair of Governors	Date: _____

Next review date: October 2020

Statement of intent

This plan outlines the proposals of the Governing Board of Hillside Primary School to increase access to education for pupils with disabilities as required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has 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 school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

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

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

- Monitor recruitment procedures to ensure that persons 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 regularly in consultation with:

- The parents/carers of pupils
- The Headteacher and other relevant members of staff
- Governors
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

Hillside Primary School - Accessibility Plan 2019-2022

Aspect of the General Duty	Key Objective	Resources	Key Actions & Start Date	Named responsible person	Success Criteria	Evaluation Process & Timeline
Promote equality of opportunity between disabled and other persons	To ensure that all pupils with disabilities are fully incorporated in all aspects of school life wherever possible	• Larger adult ratio	• Sport links with High School • Taking part in educational visits • Productions	All Class Teachers	Pupils with disabilities access school life wherever possible	Observation Pupil interviews Parent interviews Teacher interviews
	To ensure that all pupils with disabilities achieve socially and academically	• Larger adult ratio • Laptops • Large print books	• Rearrange classrooms • Defined organisation of TA's within and without classrooms • Variation of teaching styles to reflect diverse needs of pupils within the school • Ongoing review	All Class Teachers	Pupils with disabilities achieve both socially and academically	Observation Pupil interviews Parent interviews Teacher interviews
	To ensure that all disabled pupils can access all areas of the school environment	• Signage • Toilet (in place)	• All external door access to be DDA compliant by Sept 2022 • Monitor accessibility and clarity of signs around school - ongoing • Awareness of independent access • Organise resources within classrooms to reflect pupil need - ongoing • Incorporate accessibility into any proposed structural alternatives	Headteacher	All disabled pupils can access the school environment wherever possible	Premises and Health & Safety committees
		• Ramps	• Costing and sourcing of funds to install additional ramps giving independent access into main building from KS1 and KS2 playgrounds by Sept 2022			

	Ensure access to computer technology appropriate for pupils with disabilities	• Update ICT equipment and software where required	• Prioritise purchasing list for resources as required for pupils with disabilities	ICT Lead and Inclusion Manager	All disabled pupils can access computer technology	Observation Pupil interviews Teacher interviews
	To ensure that pupils with ADHD have opportunities for positive behaviour	• Quiet area in library	• 'Quiet club' in library at lunchtimes for SEN pupils as necessary	English Lead	More pupils with ADHD show positive behaviour improvement through receiving stickers, certificates and end of term treat.	Observation IBP Pupil interviews Parent interviews Teacher interviews
Eliminate discrimination that is unlawful under the Equality Act 2010	To ensure that all school personnel are trained to recognise and prevent discrimination	• New staff induction • Multi-agency training • School Policy	• Training ongoing • Policy reviewed annually	Inclusion Manager	Discrimination is eliminated from school	Observation Pupil interviews Parent interviews Teacher interviews
Encourage participation by disabled persons in public life	To create opportunities in which disabled pupils can have a say in decision making	• School Council • Playground Leaders	• Sept annually	Headteacher	Decision making is accessed by all pupils wherever possible	Pupil interviews Parent interviews Teacher interviews
Improve the provision of information for disabled pupils and parents	Availability of newsletters and school documents in alternative formats	• General resources • Website	• Use of visual support overlays as necessary • Information on school website available in alternative formats • Homework information available as information sheets in alternative formats when requested • Visual Timetables for students with ASD and communication difficulties • Ongoing review	Inclusion Manager	Improved access to information provided is available to all pupils and parents	Observation Pupil interviews Parent interviews Teacher interviews