Accessibility Policy

BENTLEY NEW VILLAGE PRIMARY SCHOOL

HEADTEACHER: VICTORIA SIMMONS

2022-2024

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**Accessibility Policy**

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| **PERSON RESPONSIBLE FOR POLICY: APPROVED: SLT** | **Rachel Emery** |
| **DATE: April 2022** |
| **SIGNED:** V.SIMMONS | **ROLE: HEADTEACHER** |
| **TO BE REVIEWED:** | **March 2024** |

# OUR SCHOOL VISION

Together, we will create a calm and welcoming learning environment and work together to secure success for all. We will strive to create a safe, caring, supportive and inclusive school.

Our school will equip its pupils with the skills that society and the local community demand and so we will value the skills and learning that children need in order to look after themselves, their families, their health, their mental well-being and their bodies. We will strive to teach the whole child and create life-long learners and pro-active citizens.

# ETHOS

We believe that:

1. All children can learn. All staff and children are able to recognise the value of learning.
2. *All staff*, working at New Village, will have consistently high expectations of children’s learning potential, attitudes and behaviour and take corporate responsibility for ensuring these in, and around, school.
3. Learning takes place in *all areas* of our school and through the *entire*learning day - inside and outside of the classroom.
4. Children should be taught how to learn; learning how to be an outstanding learner.
5. Consistently challenging, dynamic, engaging and empowering teaching leads to outstanding learning, resulting in a school where *every* child’s potential is realised.
6. *All staff* will value *every child’s contribution* to the school and strive to create a learning environment that brings out the full potential in all.
7. Rigorous, continuous monitoring, thorough and informed evaluation and accurate analysis of *all the elements* of teaching, is essential in ensuring high-level teaching and learning.
8. Learning at New Village will produce and enhance a learning skills-set that will be lifelong; we will actively promote this for every child and for all staff.
9. New Village School will demonstrate its commitment to quality teaching and learning through its dedication to *continuous professional development* for all staff; recognising and exploiting all opportunities to enhance its workforce and the learning environment.
10. All children will be encouraged to develop as individuals.  Their creativity, talents, differences and uniqueness.

# OUR SCHOOL VALUES

Determination – Resilience – Tolerance – Cooperation – Creativity – Curiosity

Our mission statement, **“What Challenges us, Changes us”**

# 

**Accessibility Policy**

At Bentley New Village Primary School we believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the up to date legislation.

At Bentley New Village Primary School we are committed to providing a fully accessible environment which values and includes all pupils, school personnel, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. We acknowledge that we have a duty to provide adequate access for disabled people.

We believe we have worked hard at making the entrances and exits accessible for disabled people. We are always looking at ways of improvement and we acknowledge that under the relevant Acts we are required to make reasonable adjustments to the building to improve access for disabled people. The Special Educational Needs Disability Act defines disability as people who have any of the following:

* physical disability
* sensory impairment such as visual and hearing
* mental health problems
* chronic illness such as asthma, epilepsy and diabetes
* medical conditions
* Asperger’s Syndrome/Autism Spectrum Disorder
* special learning difficulties
* any other conditions which affects people’s ability to study

As a school we aim to provide access to our buildings, facilities and curriculum for all those who wish to access them. We are committed to improving access within the limitation of the physical structure of the buildings and other resources. Annually we shall undertake an audit of all entrances and exits as we are committed to providing a safe and welcoming school entrance that is accessible to all pupils, school personnel and visitors to the school.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

# **Aims**

* To identify barriers to access, to regularly review the school premises and to produce an accessibility plan.
* To make all reasonable adjustments to ensure that pupils, school personnel or visitors with disabilities are not disadvantaged in any way.
* To anticipate the needs of pupils, school personnel or visitors before they join the school.
* To work with other schools and the local authority to share good practice in order to improve this policy.
* To ensure compliance with all relevant legislation connected to this policy.

# **Responsibility for the Policy and Procedure**

## **Role of the Governing Body**

The Governing Body has:

* + a duty to identify barriers to access, to regularly review the school premises and to produce an accessibility plan
  + delegated this responsibility to the Health and Safety Governor and the Headteacher
  + delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy
  + responsibility for ensuring that the school complies with all equalities legislation
  + delegated responsibility to the Standards committee to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy
  + responsibility for ensuring funding is in place to support this policy
  + responsibility for ensuring this policy is maintained and updated regularly
  + The Standards Committee will:
    - visit the school regularly
    - work closely with the SLT
    - ensure this policy and other linked policies are up to date
    - ensure that everyone connected with the school is aware of this policy
    - attend training related to this policy
    - report to the Governing Body every term
  + responsibility for the effective implementation, monitoring and evaluation of this policy

## **Role of the Headteacher**

The Headteacher will:

* work in conjunction with the Senior Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy
* work closely with the Leadership and Management Committee
* provide leadership and vision in respect of equality
* provide guidance, support and training to all staff
* monitor the effectiveness of this policy
* annually report to the Governing Body on the success and development of this policy

## **Role of the Site Supervisor**

The Site Supervisor will:

* undertake an annual audit of all access and exits of the school premises in order to identify any problems and to plan improvements by considering:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The Physical Environment of the school** | **In place (Yes/No)** | **Replace/Upgrade (Yes/No)** | **Cost £** | **To be undertaken by** |
| Wide external /  internal doorways |  |  | £ |  |
| Ramps / slopes |  |  | £ |  |
| Obstruction free  entrances and exits |  |  | £ |  |
| Obstruction free  corridors / pathways |  |  | £ |  |
| Classroom access |  |  | £ |  |
| Flat safe external and  external pathways |  |  | £ |  |
| Slip and trip free  surfaces |  |  | £ |  |
| Intercom door entry  system |  |  | £ |  |
| Handrails and grab rails |  |  | £ |  |
| Disabled vehicle  parking bays |  |  | £ |  |
| Clear signage |  |  | £ |  |
| External lighting |  |  | £ |  |
| Lifts |  |  | £ |  |
| Disabled toilets |  |  | £ |  |

* + undertake an annual review of the accessibility plan for the school
  + ensure fire risk assessments are in place
  + seek specialist advice from outside agencies
  + ensure all school personnel, pupils and parents are aware of and comply with this policy
  + monitor the effectiveness of this policy
  + annually report to the Headteacher on the success and development of this policy

## **Role of School Staff**

School personnel will:

* comply with all aspects of this policy
* be trained in disabled access issues, health and safety risk management and the reporting of identified hazards
* implement the school’s equal opportunities policy
* report and deal with all incidents of discrimination
* attend appropriate training sessions on equality
* report any concerns they have on any aspect of the school community

## **Role of Pupils**

Pupils will:

* + be aware of and comply with this policy
  + be encouraged to report any issues with any aspect of the disabled access facilities

## **Role of Parents/Carers**

Parents/carers will:

* + be aware of and comply with this policy
  + support the school Code of Conduct and guidance necessary to ensure smooth running of the school

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

# Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the Leadership and Management Committee. A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

# Linked Policies

* Accessibility Plan
* Equal opportunities
* Special Educational Needs and Disabilities