

Compassion – Courage – Hope – Integrity – Justice
Respect – Responsibility - Wisdom



Herne Bay Junior School

Accessibility Policy

Policy Agreed: May 2019

Review Date: May 2022

Herne Bay Junior School Accessibility Plan

1. Context

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”. According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual or the Head.

At Herne Bay Junior School, the Plan will form part of the school’s development and will be monitored by the Head teacher and evaluated by the relevant Governors’ committee.

At Herne Bay Junior School we are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional, cultural or mental health needs. We aim to challenge negative attitudes about disability and accessibility and to develop a culture of awareness, tolerance and inclusion. We are dedicated to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

- 1) This document will be used to advise other school planning documents and policies and will be reported upon annually in respect of progress and outcomes. The intention is to provide a projected plan for a three year period ahead of the next review date.
- 2) The Accessibility Plan is structured to complement and support the school’s Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school’s activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
- 3) Herne Bay Junior School is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional, cultural or mental health needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

- 3) Herne Bay Junior School's Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable. The Accessibility Plan contains relevant and timely actions to:-
- Increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
 - Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
 - Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.
- 4) Herne Bay Junior School Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
- 5) Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.
- 6) This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:
- Behaviour Policy
 - Curriculum Policies
 - Equal Opportunities Policy
 - Health & Safety Policy
 - Equality Objectives
 - School Prospectus
 - School Plan
 - Special Educational Needs and Disability Policy
 - Positive Mental Health Policy
- 7) Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.
- 8) The Accessibility Plan will be published on the school website.
- 9) The Accessibility Plan will be monitored through the Health and Safety Committee.

10) The school will work in partnership with the Local Authority in developing and implementing this Accessibility Plan.

11) The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

2. Aims and Objectives

Our Aims are:

- Increase access to the curriculum for pupils with a disability,
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils,

Our objectives are detailed in the Action Plan below.

3. School Information

Herne Bay Junior School is a four form entry school in the heart of Herne Bay.

We currently have 468 children on roll.

The school has children with a range of disabilities which may include specific learning difficulties, physical disability and medical conditions.

We currently have 33 members of staff who received training in the use of an EpiPen. 33 staff are competent First Aiders and hold current First Aid certificates. All medication is kept in a safe and secure place which has easy access for First Aiders and staff members.

We also have pupils with a range of learning difficulties and communication disorders. This has involved us liaising with a variety of professionals and specialist teachers to ensure the best possible education, within our power, for disabled pupils.

When children enter school with specific disabilities the school may contact the Local Authority professionals for assessment, support and guidance for the school and parents.

As a school we have a long history of teaching pupils with a wide range of Special Educational Needs and, without exception, disabled pupils have been fully included in all aspects of school life.

The progress of disabled pupils is vigorously tracked and comparisons are made between the achievement and attainment of these children compared with their peers.

4. Current good practice

We aim to ask about any disability or health condition in early communications with new parents and carers.

Physical Environment

Disabled pupils participate in extra-curricular activities. Some aspects of extra-curricular activities present particular challenges, for example: lunch and break times for pupils with social/interaction impairments, after-school clubs for pupils with physical impairments, school trips for pupils with medical needs; there are very few parts of the school to which disabled pupils have limited or no access at the moment.

Some of our school is purpose built to meet the needs of all pupils, whilst other areas are constrained due to the nature of the Victorian building. Provision, in exceptional cases, will be negotiated when the child's specific needs are known. We have a wide range of equipment and resources suitable for the day-to-day use of children in the Junior age-range. We will constantly keep under review resource provision. The School Development Plan will be the vehicle for considering such needs on an annual basis.

Curriculum

There are areas of the curriculum to which disabled pupils have limited or no access. Some areas of the curriculum present particular challenges, for example: busy or noisy environments present difficulties for children on the autistic spectrum, PE for pupils with a physical impairment, science and technology for pupils with a visual impairment, humanities for pupils with learning difficulties. Radio aids have been used for children with hearing impairments, where possible. Other issues affect the participation of disabled pupils, for example: bullying, peer relationships, policies on the administration of medicines, the provision of personal care, the presence or lack of role models or images of disabled people, in effect, all the school's policies and procedures, written and unwritten.

The school promotes the achievements of disabled people by inviting speakers to our assemblies and promoting positive relevant images.

Improving teaching and learning lies at the heart of any school's work. Through self-review and Continuous Professional Development, we aim to enhance staff knowledge, skills and understanding to promote excellent teaching and learning for all children. We aim to meet every child's needs within mixed ability, inclusive classes.

It is a core value of the school that all children are enabled to participate fully in the broader life of the school. Consequently, all children have always been permitted to attend age relevant after school clubs, leisure and cultural activities or school visits. The only exception would occur if a child had breached school rules e.g. through aggressive behaviour at a club, when deprivation of club attendance may be used as a suitable short-term sanction and to ensure the safety of other children.

Information

Different forms of communication are made available to enable all disabled pupils to express their views and to hear the views of others. Access to information is planned, with a range of different formats available for disabled pupils, parents and staff.

Teachers will always need to be sensitive to presenting materials to children in appropriate formats e.g. reading aloud, interactive whiteboard presentations, etc. should that be necessary. This is a core part of a teacher's work.

5. Access Audit

The school comprises:

- A one storey building built in 1887 that has been modified to provide two mezzanine areas - one housing the ICT suite and the other used only by staff as a storage area. The former is accessible via a staircase with additional grab rails to assist children or adults with physical impairments and the latter via a wide staircase with handrails. WC facilities are available on the ground floor.
- A single storey building with WC facilities built in 1996 with wide corridors and access (and exit) points to all classrooms from outside.
- A two storey accessible teaching block with lift, built in 2007, giving access (and exit) points to all ground floor classrooms from outside. There is an emergency exit staircase leading from the first floor directly to the car park (and from there to the Assembly Point). A 30 minute

refuge point is located at the top of the fire exit staircase and an emergency telephone system has been installed linked to a point next to the fire alarm control system by the main entrance to the block. This building provides disabled WC and shower facilities fitted with handrails and emergency pull cords. The main school hall is located in this building and includes a hearing enhancement system (induction loop).

- A demountable building constructed in 2010 provides facilities for the school Breakfast and After School clubs. This building is accessible via a ramp, with handrails, and includes disabled WC facilities with an emergency pull cord and handrails.
- The car park has a secure entrance accessible to visitors via CCTV/intercom link with the school office and includes two extra-wide disabled parking spaces, with flat access to the main entrance along the pavement of the road fronting the school and through the main gate. The pedestrian gate to the car park is operated via either a secure code or by a CCTV/intercom link with the Bay Centre, which houses the school Breakfast and After School Clubs.
- All entrances to the school are accessible via either flat or shallow gradient routes and all have wide doors fitted.
- The main entrance was modified in 2015 to provide a secure lobby. Internal and external automatic wide sliding doors are controlled by the receptionist, motion sensors or manual push button to exit. Controls are at a height easily accessible by wheelchair users, operable by closed fist and with a visually contrasting background. Internal automatic glazed sliding doors have door frames that contrast with surrounding wall surfaces and permanent manifestations are provided to contrast visually with the background. The reception screen has been designed to accommodate both standing and seated visitors. Low desk space is available within the main school building should this be required for wheelchair users. The reception area has been provided with a hearing enhancement system (induction loop).
- The school has internal emergency signage and escape routes are clearly marked.

6. Management, coordination and implementation

- We will consult with experts when new situations regarding pupils with disabilities are experienced.
- The Governors and Leadership Team will work closely with the Local Education Authority.

Action Plan

Access to Curriculum					
Priority	Action	Timescale	Resources	Responsibility	Monitoring
To create effective learning environments for all	*Ensure all classrooms are resourced and organised to meet needs *Review displays to make sure they are accessible to all	Termly review	H & S walkabouts	Class teachers H & S governors AHT	Governors LT
All staff to be aware of Mainstream Core Standards	*Staff meeting to inform staff subsequent discussion *CTs to take account of MCS in all planning	annually	Copies of Mainstream Core Standards for all	SENCo Class Teachers	AHT Governors HT

Increase participation in after-school activities	*Audit after school activities to identify take-up and barriers to participation *Add new clubs to interest a wide variety of children	Termly review and annual audit	Annual clubs audit	Enrichment Lead/ PP & Sports Lead	Governors HT
To promote positive attitudes to disability	*Review PSHE Curriculum *Ensure Assembly themes cover different aspects of disability	September 2016	Cost of new resources	PSHE Leader HT	LT Governors
Access to Information					
Priority	Action	Timescale	Responsibility	Resources	Monitoring
Availability of documents in alternative formats	*Review accessibility of newsletters and letters for parents *Large print and coloured paper as required	Term 6 2020	Office Manager	Photocopying costs	HT