



PERIVALE
PRIMARY SCHOOL

Accessibility Plan

Committee with oversight for this policy – Management Committee	
Policy to be approved by the Management Committee	
Policy last reviewed by the Management Committee	16/06/2017
Policy last ratified and adopted by Full Governing Body (if appropriate)	07/07/2017
Policy / Document due for review	Summer 2021

Perivale Primary School Accessibility Plan

The current school building was opened in 2010, and the Children's Centre located on site in a separate building was opened in 2011. At the time of opening, the construction and facilities management companies assured the LA and the school that the facilities/buildings fully complied with current DDA regulations.

Training for staff in meeting the needs of pupils with disabilities is a regular part of our annual training programme. Good practice with issues relating to the disability of staff, parents and pupils are addressed, as and when the need has arisen.

We also routinely carry out risk assessments on staff and pupils who have disabilities. The SENCO is responsible for the needs of pupils and the Headteacher carries out risk assessments which relate to staff personal needs. LA advice is sought as appropriate.

This Policy should be read in conjunction with the Equality Plan which was adopted by the Governing Body on 18/10/2013.

<u>Possible disability equality issue</u>	<u>Situation at present</u>	<u>Action/ Objective</u>	<u>Timescale</u>	<u>People involved</u>	<u>Monitoring</u>
Building & Environment	The buildings continue to comply with DDA regulations	Improve clarity of our visual signage	Autumn Term 2013	SBM / HT / Site Manager	Governors
Curriculum	We endeavour to avoid choosing texts or presenting scenarios which discriminate, condone or portray stereotypes. We challenge stereotypes across the curriculum and encourage pupils to be open minded in their attitudes to disability specific portrayals.	Ensure that all children are given access through intervention by both school staff and outside agencies. Ensure that reasonable adjustments are made for pupils who present challenging behaviour e.g. personalised learning, adjusted groupings and buddies	Annually in July Ongoing with annual review	Teachers and TAs Input from outside agencies e.g. SALT, OT EP etc.	DHT SENCO at reviews
Achievement of pupils	Continue to promote raising attainment and progress in all year groups and for all groups of pupils	Continue to use gap analysis and other assessments to inform planning. Continue to provide additional support/ intervention and monitor progress.	Half termly	Teachers and TAs	Pupil progress meetings / HT / DHT
Sports	We promote inclusion. All pupils are given an equal opportunity to participate in sports.	Continue to offer sports to all pupils. Continue to monitor attendance.	ongoing	Teachers and TAs, Elm Sports (PPA, extracurricular clubs)	List of pupil participants

	We offer differentiated levels of activities and support if appropriate.				
After school and lunchtime Clubs	We promote inclusion. All pupils are given an equal opportunity to participate in after school and lunch time clubs.	Continue to offer after school & lunchtime clubs to all pupils. Continue to monitor attendance.	Ongoing	Teachers and TAs	HT / DHT
Staffing - Recruitment	All positions advertised are open to any applicant. Applications are judged strictly on merits according to the LBE recruitment guidance. Candidate's applications and their interviews are scored against relevant criteria. HR advice and participation in selection and appointment.	Ensure that all applications are judged on merit.	Ongoing	Governors / HT	Governors / HT
Staffing -Pay	All employees are paid in line with nationally agreed pay scales, pending government review	Ensure that all staff are paid on the correct scale.	Ongoing	HT/ SBM	Governors
Use of supply staff	We are reluctant to use supply agencies and use HLTA's to cover to ensure continuity for our pupils. However when we have cause to use agencies we use those which	Ensure appropriate supply cover is obtained which promotes continuity and progression in pupil learning.	Ongoing	HT / DHT / Admin team	DHT monitor performance

	supply suitably qualified teachers. Any choice is based on the teacher's relationships with pupils, ability to follow school policies and teaching ability.				
Students including work experience	Placements are encouraged for all students/trainees.	Ensure that all students receive appropriate support and that trainees promote continuity and progression in pupil learning.	Ongoing	Student co-ordinator	Student co-ordinator monitor performance
Outside agencies	All staff be they permanent or agency are equally welcome in our school.	Ensure that all pupils have access to appropriate support.	Ongoing	HT/ SENCO/ Teachers	HT / SENCO monitor performance
Governors	All positions in each category of Governor are open to all with the exception of the Local Authority Governors who are nominated via the LA. If we have more governors than places then the needs of the school will be paramount. Succession planning is kept under regular review.	Ensure good quality governance.	Ongoing	HT / Chair of Governors	Governor annual self evaluation and development.
Policies	School policies are regularly reviewed. We adopt LBE policies and procedures related to employment.	Ensure that all policies are considered and meet any statutory duty or guidance. Prepare a written	Ongoing	Governors / HT / DHT / MLT and clerk to the Governing Body	Governor policy reviews

		timetable to review policies on rolling programme taking account of DfE guidance regarding review cycles.			
Learning Improvement Plan	Issues related to disability are included where they are relevant.	Ensure the plan refers to equality objectives as appropriate.	Ongoing	Governors / HT /SLT	Governors
Contact with parents	The building is fully accessible for parents and easy access rooms can be used for meetings as needed. Newsletters are given to every family.	Continue to strive to involve both parents in every pupil's education. Extend our use of community languages to meet the needs of our changing community – translation service to be provided. Further develop the school website to provide alternative means of access to school information.	Ongoing Ongoing	HT / Admin team / Teachers	File of letters on system & website
Uniform	Our uniform policy promotes inclusion of all groups.	Review uniform policy to ensure it meets the needs of the boys and girls on roll.	Annually when brochure is updated	HT Parent Forum School Council	Governors
Bullying	We challenge any pupil who espouses the view that people with disabilities are inferior in any way. This is challenged within our anti bullying policy and Behaviour Principles. Pupils	Monitor behaviour records and adapt PSCHE curriculum and assembly content if necessary to challenge disability discrimination and teach ways	Termly	HT / DHT / Behaviour Leader	HT / DHT

	are taught about the importance of respecting other people and how to relate positively with people of all backgrounds.	of demonstrating equality.			
CPD	Continue our programme of awareness training including annual disability and deaf awareness; termly health issues sessions with the school nurse; occasional sessions for all staff dependent on the needs of the school		Ongoing	HT/ DHT	Governors