



ALL SAINTS C of E PRIMARY SCHOOL AND NURSERY

PARSONAGE LANE, BISHOP'S STORTFORD, CM23 5BE

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SCHOOL 212

ACCESSIBILITY PLAN 2017-2020

1. Vision and Values

At All Saints we are committed to ensuring equality of education and opportunity for pupils, staff and all those providing or receiving services from the school.

We respect and value the linguistic, cultural, religious and general diversity that exists in the wider community. We are committed to challenging any attitude that leads to discrimination, ensuring respect for all and preparing all pupils for life in a culturally diverse society.

We aim to develop a culture of inclusion and diversity in which people feel free to participate fully in school life, regardless of ethnicity or nationality, religion or belief, gender or sexual orientation, disability of any kind, age, pregnancy or maternity, gender change, marital or civil partnership status.

At All Saints, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

2. Purpose of the Plan

The purpose of this plan is to show how All Saints intends, over time, to increase the accessibility of our school for pupils with disabilities. We are committed to providing an environment that enables full curriculum access, no matter what physical or sensory needs pupils may have.

3. Definition of Disability

According to the Equality Act 2010, a person has a disability if:

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

4. Legal Background

Under the Equality Act 2010 all schools must have an Accessibility Plan. [The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act (DDA).] The effect of the law is the same as in the past, namely that 'Schools cannot lawfully discriminate against pupils because of sex, race, disability, religion or belief, or sexual orientation'.

5. Content

At All Saints we implement accessibility plans which are aimed at:

- improving the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided;
- increasing the extent to which disabled pupils can participate in the curriculum;

Reviewed July 2017

Next review July 2020

- improving the availability of accessible information to disabled pupils.

Provision for disabled pupils is closely linked with the existing provisions for pupils with special educational needs. These are the same duties as previously existed under the DDA and have been replaced by the Equality Act 2010. This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Single Equality Policy
- Staff development policy
- Health and Safety Policy
- Special Educational Needs Policy
- Behaviour Management Policy
- School Development Plan

6. 2017-2020 Plan

Earlier this year we commissioned an accessibility audit from a specialist consultancy (Direct Access), which produced conclusions and recommendations on 13/2/17. The plan below sets out our response, taking into account the relative priority of each recommendation (as advised by Direct Access) and the availability of resources. It is our intention, over time, to deliver as many of the recommended improvements as possible. We will make this plan available on our website; copies will also be obtainable from the school office.

Accessibility Issue	Action	Timing
No step-free access between the two split levels of the school	Resources have been found to install a platform lift within the main hall, adjacent to the steps on the left-hand side.	To be installed Summer 2017
The gazebo steps appear unsafe and do not have colour-contrast edges.	Remedial works to be carried out.	Summer 2017
Staff should ask prospective visitors if they have particular access requirements.	This will be incorporated in staff information and training.	Autumn 2017
Visitors are not asked whether they would require assistance if the fire alarm were activated.	This question will be added to the visitors' sign-in book.	Autumn 2017
Exit routes need to be regularly checked for any obstacles or combustible material. Alarm systems also need to be regularly checked.	These issues will be covered as part of the termly Health & Safety walkabout, and reported to Governors.	Termly from Autumn 2017
There should be an escape strategy for any visitors/staff/schoolchildren who might need assistance.	A strategy will be drawn up and disseminated.	Autumn 2017
<i>Additional actions that could be undertaken if resources are available</i>		
No accessible parking bays for blue badge visitors	Provide an accessible parking place plus appropriate signage	Possibly during 2018, depending on resources and

		other planned works
The main hall accessible WC falls short of the requirements of BS8300 in several respects.	Assess whether the size of the WC could be increased; add colour contrast to the fittings to help people with impaired vision; install a hand-drier; install a single mixer lever tap; install a new grab rail set; install a cord alarm.	2018-19, depending on feasibility of works and availability of resources

7. Training

Whole-school training will recognise the need to continue raising the awareness of staff and governors about equality issues, with reference to the Equality Act 2010.

8. Review and Evaluation:

It is a requirement that our accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. The annual review will take place at the July full Governing Body meeting each year.