

BY BROOK VALLEY CE PRIMARY SCHOOL

Accessibility Policy

Last Review Date: March 2024

Ratified By Governors Date: March 2024

Next Review Date: January 2027 (policy)

Plan Review date: January 2025

Equal opportunities lie at the heart of all that we do at By Brook Valley Primary CE School. We are committed to ensuring that every member of the school community is given the same chance as any other to access the services and support of the school.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

This policy is designed to meet the needs of all pupils, be child-centred and to make sure as far as is possible that pupils understand what is happening in their lives, why, and what options are available to them.

Our Vision

Roots to grow, wings to fly

“They will soar on wings like eagles.” Isaiah 40:31

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The roots of our school community, based on our Christian values, nurture, help and support us to grow to be the

best versions of ourselves. The wings of faith allow us to soar freely and flourish now and in the future.

At By Brook Valley we are committed to creating a positive, safe and caring Christian environment, where all members of the school and wider community will be respected and valued.

We support one another to put down strong roots within our distinctively Christian culture, growing from our core values of hope, honesty, forgiveness and friendship. In this way, we will each be the very best we can be.

This policy should be read and understood from this perspective.

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices	Accessibility Policy	Date	12 January 2021
EIA CARRIED OUT BY:	F&E	EIA APPROVED BY:	FGB (14.01.21)

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)	n/a	
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).	n/a	Policy addresses disability issues and aims to overcome barriers
Gender Reassignment (transsexual)	n/a	
Marriage and civil partnership	n/a	

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Pregnancy and maternity	n/a	
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)	n/a	
Religion or belief (practices of worship, religious or cultural observance, including non-belief)	n/a	
Gender (male, female)	n/a	
Sexual orientation (gay, lesbian, bisexual; actual or perceived)	n/a	

Any adverse impacts are explored in a Full Impact Assessment.

Accessibility Policy and Accessibility Plan

By Brook Valley School aims to treat all stakeholders, including pupils, prospective pupils, staff, governors and other members of the school community favourably and, wherever possible, takes reasonable steps to avoid placing anyone at a substantial disadvantage. The school aims to work closely with disabled pupils, their families and any relevant outside agencies to remove or minimise any potential barriers to learning, which puts them at a disadvantage, but allows them to learn, achieve and participate fully in school life. The school is active in promoting positive attitudes to disabled people in the school and in planning increased access to education for all disabled pupils. As part of the school's continued communication with parents, carers and other stakeholders we continually look at ways to improve accessibility through data collection, questionnaires and parental discussions.

The purpose of the Plan

Under the Equality Act 2010 schools are required to have an Accessibility Plan The purpose of this plan is to show how By Brook Valley Primary School intends, over time, to increase the accessibility of our school for disabled pupils. The effect of the law means that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation.

The Board of Governors will review the policy every three years. **Definition of Disability**

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A person has a disability if he or she has a physical or mental condition that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities

What will the Accessibility Plan do?

1. The Accessibility Plan is structured to complement and support the school's Equality and Diversity and SEN Policies, both of which can be accessed via our website.
2. By Brook Valley Primary School is committed to providing an environment that enables full curriculum access to all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 regarding disability and in developing a culture of inclusion, support and awareness within the school.
3. The By Brook Valley Primary School Accessibility Plan lays out the priorities for improving access for disabled pupils, staff and visitors to the school over the next year and clarifies the desire 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 prepared for life as are the able-bodied pupils. This encompasses teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school 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.
 - 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. Whole school training will recognise the need to continue raising awareness of equality issues for staff and governors to comply fully with the Equality Act 2010.
5. This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:
 - Behaviour Policy,
 - Equality and Diversity Information Policy
 - Health & Safety Policy,
 - SEND Policy
 - School Improvement Plan
6. The Accessibility Plan is published on the school website.

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7. The Accessibility Plan will be monitored through Governing Body committees and reported to the Full Governing Body
8. The school will work in partnership with the Local Authority in developing and implementing this plan.

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