



All Souls CE Primary School

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Experiencing life in all its fullness, we grow to be the best that we can be.

(Based on Biblical Reference John 10:10)

Disability and Access Policy

Date of Policy: Updated January 2024

Review Date: January 2025

Lead Person: Alix Ascough (Executive Head Teacher) and Kate McCarter (SENCO)

Committee: Resources/ Wellbeing

Introduction

This is a working document and elements of both policy and practice may be revised when it is decided by staff and governors that such changes will help us to better meet the aims and objectives which we have set out. This document has been discussed with the teaching staff, the Executive Head Teacher, the Chair of Governors and the Welfare and Resources committees of the governing body and all staff, teaching and support staff have access to it.

Purpose of Policy

The Special Educational Needs and Disability Act (2001) requires all schools to anticipate the needs of disabled students in general and to make “reasonable adjustments” to ensure that individuals are not substantially disadvantaged, though there are some limits to this. This document is a statement of the aims, principles and strategies for the teaching and learning of children with disabilities at All Souls CE Primary School.

Context of Policy

A person is regarded as having a disability under the Equality Act 2010 if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to do normal daily activities. These disabilities may result in a reduced ability to access educational services provided by the school and a need for support services to overcome barriers.

Aims and principles

All Souls CE School policy and practice is to comply with the Equality Act 2010, so that no otherwise qualified individual with a disability shall be denied access to or

participation in the services and activities of the school. The school will make reasonable adjustments to support pupils in their learning environment and remove or reduce barriers which prevent disabled pupils from successful participation in all aspects of school life. The school aims to ensure that disabled persons are not prejudiced or discriminated against on account of their disability and that they enjoy the same opportunities and privileges as other members of this Christian school.

At All Souls we will:

- Endeavour where possible to remove any physical access barriers to ensure that the school is as accessible as possible for students, staff and visitors with disabilities
- Seek to foster positive attitudes amongst pupils and staff towards people with disability
- Encourage the development and implementation of procedures to address the requirements of pupils and staff with disabilities across the school and to operate within the disability framework
- Provide reasonable accommodations in the form of teaching strategies, alternative assessments, and support assistance for pupils with disabilities in all aspects of the curriculum.

Education

- Staff will be made aware of pupils with a disability or SEN by the SENCo on a continuous basis.
- Staff will be advised on strategies to make reasonable adjustments within the classroom so as not to place disabled pupils at a disadvantage in accessing the curriculum.
- Staff will adapt their teaching to the learning patterns of disabled pupils according to their needs.
- The implementation of reasonable adjustments to classroom management, teaching and expectations, should not prejudice the wellbeing, learning and progress of other pupils, nor their health & safety.
- The school will continue to provide equal access to all activities for disabled pupils, within the constraints of the physical nature of the school. Individual risk assessments and management strategies will be provided for pupils who engage on school visits or trips.

Employees with disabilities

The governing body also recognizes its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

Monitoring of Policy

This practice highlighted in this policy will be monitored by the SENCO who will feed back to the Senior Team and Governing Body annually or when a need arises.