

A place where we aspire to excel in knowledge, faith and love

St James' Church of England

Junior School

(Voluntary Controlled)



Accessibility Policy

Drawn up by	Daniel Danquah
Date	Summer 2022
Review date	Summer 2025

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ACCESSIBILITY Policy

Section 1: Vision statement

It is a requirement under the Equality Act 2010 for schools to have an accessibility policy, which includes 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".

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.

In line with the Equality Act of 2010, each child who joins St James' CofE school community will be welcomed and valued regardless of sex, race, belief, physical disability or learning difficulty. This accessibility policy focuses on a wide range of disability associated with pupils with severe learning difficulties and profound and multiple learning difficulties. At St James' Church of England Junior School, pupil achievement is celebrated in a pupil-centred teaching and learning environment. Excellent achievement at school enables pupils to be as independent as possible so that they make the most of opportunities when they transition to secondary school and the wider world. This policy takes into consideration the debilitating impact of Covid-19 on the mental health of some people, and action will be taken to cater for and support the needs of such individuals in line with the Equality Act.

The purpose of the accessibility policy and plan is to ensure that all pupils have access to education in the three areas required by the planning duties in the Equality Act 2010.

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1. Increasing the extent to which pupils with disabilities can participate in the school curriculum
2. Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services
3. Improving information delivery to pupils with disabilities

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

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities
- Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers
- Undertake reasonable adjustments to enable staff to access the workplace

Definition of disability under the Equality Act 2010: You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

Development and Review

The accessibility policy is guided by the principles and procedures in the school's Single Equality Policy. The policy will be on the school website and reviewed annually by the leadership team to ensure it is effective.

The Accessibility Plan - Summer 2022

Section 2: Aims and objectives:

- To increase access to the curriculum for pupils with disability
- To improve and maintain access to the physical environment for pupils with disability
- To improve the delivery of written information to pupils with disability

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The table below sets out how the school plans to achieve these aims and objectives.

Aim	Current good practice Include established practice and practice under development	Objectives: State short, medium and long-term objectives	Actions to be taken	Person responsible	Date to complete action by
Increase access to the curriculum for pupils with a disability.	Work is currently varied and personalised to meet the needs of pupils - curriculum is subject to ongoing review to ensure it meets the needs of all pupils.	<p>Short term: To provide immediate remedial action to ensure that pupils who are unable to access the national curriculum at age-appropriate expectations receive personalised learning which enables them to access the curriculum.</p> <p>Medium to long term: To adopt a provision that enable access to the curriculum in a sustainable manner, of persons considered to</p>	Ensure the effectiveness of the curriculum models. Update the curriculum statement, policies and procedures to ensure curriculum is accessible to all learners.	Subject leaders	On-going

		be disabled under the Equality Act of 2010.			
Improve and maintain access to the physical environment	All areas of the school are accessible by wheelchair users; Disabled toilets in each section of the school	There are currently no access issues; in the medium to long-term, all new buildings or improvements will factor in and improve accessibility to all physical areas.	Regular review access arrangements to ensure a positive impact on learning and teaching.	Headteacher	On-going.
Improve the delivery of written information to pupils	A small number of pupils cannot read due to their special needs. Most communicate using augmentative systems such as PECS	Short term: continue to use the current augmented systems. Medium to long term: Explore the use of varied communication systems, including use of sign language where necessary.	On-going review the effectiveness of communication strategies for pupils with special needs or additional needs, as well as staff who may have such difficulties.	Inclusion Lead/ SENDCo	On-going

ACCESSIBILITY PLAN Summer 2022

For approval date: tbc

Section 3: Access audit

Future:	Description	Actions to be taken	Person responsible	Date to complete actions by
Corridor access	Corridors are wide (wheel chair accessible)	Ensure corridors are kept clear at all times to allow access	Site supervisor	Ongoing
Parking bays	Disabled parking bay to be marked	Consultation and plan to implement action.	Headteacher	January 2022
Entrances	Automatic front doors, enclosed lobby. All entrances are wheel chair accessible	Ensure access doors, etc. are serviced every 6 months	Site supervisor	Ongoing
Reception area	Accessible to wheel chair users - currently accessible to wheel chairs	Not required	Headteacher	Ongoing
Toilets	There are disabled toilets in the main hall and all the outbuildings except the Music and Nurture rooms	Each new building would have a disabled toilet	Headteacher	Ongoing
Emergency escape routes	Fire evacuation plan in place	Ensure weekly testing of systems and regular maintenance	Site supervisor	Ongoing