

## Disability Access Equality Accessibility Policy

Date	Review Date	Coordinator	Nominated Governor
July 2020	July 2021	Mrs Rachel Matthews	Leadership and Management

At Longwood we believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the up to date legislation.

At Longwood we are committed to providing a fully accessible environment which values and includes all pupils, school personnel, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. We acknowledge that we have a duty to provide adequate access for disabled people.

We believe we have worked hard at making the entrances and exits accessible for disabled people. We are always looking at ways of improvement and we acknowledge that under the relevant Acts we are required to make reasonable adjustments to the building to improve access for disabled people. The Special Educational Needs Disability Act defines disability as people who have any of the following:

- physical disability
- sensory impairment such as visual and hearing
- mental health problems
- chronic illness such as asthma, epilepsy and diabetes
- medical conditions
- Asperger's Syndrome/Autism Spectrum Disorder
- special learning difficulties
- any other conditions which affects people's ability to study

As a school we aim to provide access to our buildings, facilities and curriculum for all those who wish to access them. We are committed to improving access within the limitation of the physical structure of the buildings and other resources. Annually we shall undertake an audit of all entrances and exits as we are committed to providing a safe and welcoming school entrance that is accessible to all pupils, school personnel and visitors to the school.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

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### Aims

- To identify barriers to access, to regularly review the school premises and to produce an accessibility plan.
- To make all reasonable adjustments to ensure that pupils, school personnel or visitors with disabilities are not disadvantaged in any way.
- To anticipate the needs of pupils, school personnel or visitors before they join the school.
- To work with other schools and the local authority to share good practice in order to improve this policy.
- To ensure compliance with all relevant legislation connected to this policy.

### Responsibility for the Policy and Procedure

### Role of the Governing Body

The Governing Body has:

- a duty to identify barriers to access, to regularly review the school premises and to produce an accessibility plan
- delegated this responsibility to the Health and Safety Governor and the Headteacher
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy
- responsibility for ensuring that the school complies with all equalities legislation
- delegated responsibility to the Leadership and Management Committee to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy
- responsibility for ensuring funding is in place to support this policy
- responsibility for ensuring this policy is maintained and updated regularly
- The Leadership and Management Committee will:
  - visit the school regularly
  - work closely with the SLT
  - ensure this policy and other linked policies are up to date
  - ensure that everyone connected with the school is aware of this policy
  - attend training related to this policy
  - report to the Governing Body every term
  - annually report to the Governing Body on the success and development of this policy
- responsibility for the effective implementation, monitoring and evaluation of this policy

### Role of the Headteacher

The Headteacher will:

- work in conjunction with the Senior Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy
- work closely with the Leadership and Management Committee
- provide leadership and vision in respect of equality
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy
- annually report to the Governing Body on the success and development of this policy

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### Role of the Health and Safety Governor

The Health and Safety Governor will:

- undertake an annual audit of all access and exits of the school premises in order to identify any problems and to plan improvements by considering:

The Physical Environment of the school	In place (Yes/No)	Replace/Upgrade (Yes/No)	Cost £	To be undertaken by
Automatic doorways			£	
Wide external / internal doorways			£	
Ramps / slopes			£	
Covered ramps			£	
Obstruction free entrances and exits			£	
Obstruction free corridors / pathways			£	
Classroom access / egress			£	
Classroom egress / fire escapes			£	
Flat safe external and external pathways			£	
Slip and trip free surfaces			£	
Intercom door entry system			£	
Handrails and grab rails			£	
Disabled vehicle parking bays			£	
Clear signage			£	
External lighting			£	
Lifts			£	
Disable toilets			£	
Access to disabled toilets			£	
Washroom and shower facilities			£	

- undertake an annual review and update if necessary the accessibility plan for the school
- ensure fire risk assessments are in place
- seek specialist advice from outside agencies
- ensure all school personnel, pupils and parents are aware of and comply with this policy
- monitor the effectiveness of this policy
- annually report to the Governing Body on the success and development of this policy

### Role of School Personnel

School personnel will:

- comply with all aspects of this policy

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- be trained in disabled access issues, health and safety risk management and the reporting of identified hazards
- implement the school's equal opportunities policy
- report and deal with all incidents of discrimination
- attend appropriate training sessions on equality
- report any concerns they have on any aspect of the school community

### Role of Pupils

Pupils will:

- be aware of and comply with this policy
- be encouraged to report any issues with any aspect of the disabled access facilities

### Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school

### Raising Awareness of this Policy

We will raise awareness of this policy via:

- Prospectus
- Website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as newsletters
- Headteacher reports to the Governing Body

### Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on this policy on induction which specifically covers disabled access issues, Health and Safety Risk Management, Reporting of Identified Hazards, Equal Opportunities, Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

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### Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the Leadership and Management Committee. A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

### Linked Policies

- Accessibility Plan
- Equal opportunities
- Special Educational Needs and Disabilities

<b>Headteacher:</b>	Mrs Pauline James	<b>Date:</b>	July 2020
<b>Chair of Governing Body:</b>		<b>Date:</b>	