

Disability Equality Policy and Accessibility Plan (Dec 2016)

This Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

This policy should be read in conjunction with the school's Equal Opportunities policy and, where appropriate, our School Improvement Plan, our SEN Local Offer and SEN policy.

- North Walsham Infant and Junior School is committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. The school is committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
- NWIJS plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the school.
- An Accessibility Plan with appendices has been drawn up to cover a short term period Jan 17-Dec 17. The plan will be reviewed annually.

General Equality Duty

The Public Sector Equality Duty (PSED) has 3 main elements:

- Eliminate discrimination.
- Advance equality of opportunity.
- Foster good relations between all.

Specific Duties

Schools have a duty to make **reasonable adjustments** for pupils with disabilities. This means that when a disabled pupil is placed at a disadvantage compared to other pupils, then the school must make **reasonable adjustments** to try to reduce / remove the disadvantage, eg: providing additional equipment / support to help the child.

**This policy will be reviewed bi-annually.
Review due Dec 2018**

Factors influencing whether adjustments are considered reasonable include:

- Financial and other resource implications.
- The effectiveness of the adjustments.
- The effect of the adjustments on other pupils (eg: general health & safety.)
- The availability of other equipment/aids available via the LA as stated in a Statement/EHCP.
- The absence of a Statement/EHCP means the school will be responsible for providing such equipment.

The Accessibility Plan aims to improve access to:

1. The physical environment
 2. The curriculum
 3. Written information
1. Improve access to the **physical environment** of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school for pupils, staff, parents and visitors, and provision of physical aids to access education.
 2. Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary. This covers teaching and learning as well as access to the wider curriculum of the school eg: participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.
 3. Improve and make reasonable adjustments to the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Eg: 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 time frame.

See Action Plans (Appendix 1,2,3)

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Review due Dec 2018**