



## Shankhill C of E Primary School

*Our vision: Creative learning, personal achievement and happiness.  
Enabling everyone to flourish and 'to live life in all its fullness'. (John 10:10)*

# ACCESSIBILITY PLAN 2023 – 2026

<b>Author / Role:</b>	Lynnsey Batey - Headteacher
<b>Approved by<sup>1</sup></b>	
<b>Name:</b>	Steven Bowditch
<b>Position:</b>	Chair of Governors
<b>Signed:</b>	
<b>Date:</b>	29 March 2023
<b>Proposed review date<sup>2</sup>:</b>	March 2026



*Our vision: Creative learning, personal achievement and happiness.  
Enabling everyone to flourish and 'to live life in all its fullness'. (John 10:10)*

Our vision is everything you will see within our daily school life: all children flourishing through the many opportunities and challenges they are presented with.

We educate the whole child to be 'the best me I can be': for learning and as a person.

Our school community, based on Christ's teaching, seeks to develop, in each child, a vision of human flourishing, built on wonder, kindness, gentleness, excellence and academic rigour, explored through moral and creative learning experiences. Our curriculum supports and shapes the development and character of the whole child. We do this by exploring British Values, and our Christian Vision, Values and Virtues which permeate our vision for education in Shankhill Church of England Primary School.

We aim to develop the vocabulary, knowledge and skills, alongside the character and spirituality, attitudes and learning behaviours needed for success in our ever-changing world. Throughout our school and curriculum offer, our clear Vision, Values and Virtues support our children to become curious, confident, resourceful and happy learners who have the necessary knowledge, communication skills, emotional literacy and characteristics that enable them to flourish and live life in all its fullness, now and throughout their lives.

## Values



## Virtues – ME Flourishing - MY Spiritual Capacities

Be hopeful and optimistic. Have aspirations for my future. Be guided by my own beliefs and values. Persevere and have courage. Cope wisely. Enable healing, repair and renewal.		
Reflect, learn and grow following experiences of failure as well as success. Be willing to take on challenges and take risks. Be curious and open minded when exploring life's BIG QUESTIONS. Be intrigued by mystery and be open to an awareness of the mysteries of life and religion.	hopes beliefs values Be curious ME Flourishing Spiritual Capacities Be thankful Love and care Listen pray	Living well together with good friendships and relationships. Be ready to say sorry when mistakes are made. Forgive myself. Forgive others. Be encouraging, kind and compassionate. Service and generosity towards others.
Know me - be self-aware. Show dignity and respect. Learn trust and responsibility. Understand and celebrate difference. Value every person and living thing for its unique worth. Understand and empathise with the experiences of others in school, the community and the wider world.	Love me, care for me. Believe in my potential to achieve. Harmony and justice. Find inner strength and resilience when facing challenges. Be comfortable with stillness and silence. Be open to engage in reflection, meditation or prayer.	Appreciate and be thankful for what is good in the world. Be imaginative and creative. Appreciate the beauty in the world. Be alive to experiences of 'awe and wonder', fascination, amazement and delight.

### Our Mission Statement

Within our ethos:

- Our school will develop in each child a respect for others and the distinctively Christian environment we all share, so that they may become responsible, well-rounded young people;
- School will be enjoyable within a caring atmosphere in which learning will be exciting, creative and inclusive.

## REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Revision
1	Original	March 2012
2	Front Cover ONLY updated to take account of revised Statutory Policy Guidance issued by the DfE	January 2013
3	Reformatted only	February 2014
4	Reformatted only	February 2015
5	Reformatted only	May 2017
6	Very minor updates AND 'Date Complete' added to all Action Plans (Appendices)	September 2018
7	Reviewed – links checked	October 2019

## CONTENTS

1.	Shankhill C of E School Accessibility Plan 2023-2026.....	1
2.	INTRODUCTION .....	1
3.	DEFINITION OF DISABILITY.....	1
4.	REASONABLE ADJUSTMENTS.....	2
5.	AIMS OF THE ACCESSIBILITY PLAN .....	3
6.	KEY OBJECTIVES.....	3
7.	CONTEXTUAL INFORMATION.....	4
8.	DEVELOPMENT .....	4
8.1	The Purpose and Direction of the School’s Plan: Vision and Values.....	4
8.2	Information from Pupil Data and School Audit.....	4
8.3	Views of those Consulted during the development of the Plan.....	4
9.	SCOPE OF THE PLAN.....	5
9.1	Increasing the extent to which disabled pupils can participate in the school/setting curriculum.....	5
9.2	Improving the physical environment of the school/setting to increase the extent to which disabled pupils can take advantage of education and associated services .....	5
9.3	Improving the delivery to disabled pupils of information that is provided in writing for pupils who are disabled .....	6
9.4	Financial Planning and Control .....	6
10.	IMPLEMENTATION .....	6
10.1	Management, Coordination and Implementation.....	6
10.2	Monitoring.....	6
10.3	Accessing the School’s Plan.....	7
11.	RELATED POLICIES .....	7

## 1. Shankhill C of E School Accessibility Plan 2023-2026

Shankhill C of E Primary School						
ACCESSIBILITY PLAN 2023 – 2026						
Focus	Target	Strategy	Outcome	Timeframe	Achievement	Date Complete
<b>IMPROVING THE CURRICULUM ACCESS</b>	All out-of-school and extra-curricular activities are planned to ensure the participation of the whole range of pupils	Review all out-of-school and extra-curricular provision to ensure compliance with legislation	All out-of-school and extra-curricular activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements	July 2023	Increase in access to all school activities for all disabled pupils	
<b>IMPROVING THE CURRICULUM ACCESS</b>	Review TA deployment	In review meetings with teaching assistants establish when they are available to support children each day that may be different to their current working hours.	Adult support is available during key times that individual children may need support i.e. lunchtimes, PE lessons, extra-curricular activities.	Reviewed Annually	Children who need individual adult support to participate in some activities have access to this support.	
<b>IMPROVING THE CURRICULUM ACCESS</b>	Training for staff in the identification of and teaching children with ASD and other specific learning difficulties.	All staff attend appropriate training. Outreach provision from external agencies.	All staff are familiar with the criteria for identifying specific needs and how best to support these children in the classroom.	July 2023	Children with ASD are successfully included in all aspects of school life.	
<b>IMPROVING THE PHYSICAL ACCESS</b>	Staircases	Colour-contrasted stair nosings and handrails to both sides of staircases	Colour-contrasted stair nosings and handrails to both sides of staircases	Ongoing	All steps and stairways have clear visual marking and handrails to support all people with visual and physical disabilities	
<b>IMPROVING THE PHYSICAL ACCESS</b>	Ensure external lighting is in good condition. Access is improve	Review external lighting to ensure access and evacuation procedures reflect the needs of	Staff and children can safely access and evacuate the building.	Ongoing	New lights installed	

		visually impaired, particularly around the side of the school to gain access to the hall.				
<b>IMPROVING THE DELIVERY OF WRITTEN INFORMATION</b>	Make available school brochures, school newsletters and other information for parents in alternative formats	Review all current school publications and promote the availability in different formats for those that require it	All school information available for all	July 2023	Delivery of school information to parents and the local community improved	
<b>IMPROVING THE DELIVERY OF WRITTEN INFORMATION</b>	Raise the awareness of adults working at and for the school on the importance of good communications systems.	Better use of available comms systems (e.g Tapestry for lower end of school)	Awareness of target group raised	Ongoing	School is more effective in meeting the needs of pupils.	
<b>IMPROVING THE DELIVERY OF WRITTEN INFORMATION</b>	The school moves towards an electronic method of reporting to parents.	Electronic reporting methods are explored.	The school has explored electronic reporting methods and is knowledgeable about best practice.	Dec 2023	The school is able to move forward with electronic reporting to parents.	

## 2. INTRODUCTION

The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act (DDA) and Sex Discrimination Act.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

The law on disability discrimination is different from the rest of the Act in a number of ways. The overriding principle of equalities legislation is generally one of equal treatment. However the provisions in relation to disability are different in that you may, and often must, treat a disabled person more favourably than a non-disabled person.

There are some minor differences around disability in the new Act when compared with the previous legislation.

- The Equality Act does not list the types of day to day activities which a disabled person must be unable to carry out to meet the definition
- Failure to make a reasonable adjustment can no longer be justified. The fact that it must be 'reasonable' provides the necessary test.
- Direct discrimination against a disabled person can no longer be justified (bringing it into line with the definition of direct discrimination generally).
- From September 2012 schools and local authorities are under a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through a statement of SEND.

As in previous legislation a school/setting must not discriminate against a pupil because of something that is a consequence of their disability.

It is unlawful for a school/setting to treat a disabled pupil unfavourably. Such treatment could amount to:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from a disability
- Harassment

Direct discrimination can never be justified but a school/setting could justify indirect discrimination against a disabled pupil, and discrimination arising from a disability if the discrimination is the result of action that is a 'proportionate means of achieving a legitimate aim'.

## 3. DEFINITION OF DISABILITY

Equality Act 2010: a person has a disability if:

- they have a physical or mental impairment;
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

For the purposes of the Act, these words have the following meanings:

- 'substantial' means more than minor or trivial;
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions);
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping.

People who have had a disability in the past that meets this definition are also protected by the Act.

### **Progressive conditions considered to be a disability**

There are additional provisions relating to people with progressive conditions. People with HIV, cancer or multiple sclerosis are protected by the Act from the point of diagnosis. People with some visual impairment are automatically deemed to be disabled.

### **Conditions that are specifically excluded**

Some conditions are specifically excluded from being covered by the disability definition, such as a tendency to set fires or addictions to non-prescribed substances.

It should be noted that this definition is *not just regarding physical difficulties* but also covers a wide range of:

- Sensory difficulties
- Learning difficulties
- Impairment resulting from, or consisting of, a mental illness

In addition there is a range of 'hidden impairments' such as

- Dyslexia
- Speech and Language Impairments
- Autism
- Attention Deficit Hyperactivity Disorder (ADHD)

Impairment does not itself mean that a pupil is disabled but rather it is the effect on the pupil's ability to carry out normal day-to-day activities in one or more of the following areas that has to be considered:

- Mobility
- Manual dexterity
- Physical coordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight
- Memory or ability to concentrate, learn or understand
- Perception of risk of physical danger

## **4. REASONABLE ADJUSTMENTS**

We have a duty to make reasonable adjustments for disabled pupils:

- When something we do places a disabled pupil at a substantial disadvantage to other pupils, we must take reasonable steps to avoid that disadvantage;
- We will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so, and where such an aid would alleviate any substantial disadvantage the pupil faces in comparison to his non-disabled peers.

A failure to make a reasonable adjustment can no longer be justified. The test is whether the adjustment is reasonable, and if it is then there can be no justification for why it is not made. We will not be expected to make adjustments that are not reasonable.

There is as yet no clarity on what may be 'reasonable' although the Code of Practice will include factors that should be taken into account. It will be for us to decide the reasonableness of adjustments based on the individual circumstances of each case. Factors to consider may include the financial or other resources available, the effectiveness of the adjustment, its effect on other pupils, health and safety requirements, and whether aids have been made available through the SEND route.

The reasonable adjustments duty is intended to complement the accessibility planning duties, and the existing SEND statement provisions, under which Local Authorities have to provide auxiliary aids and services where a statement details that provision. When a disabled pupil does not have a statement of

SEND (or the statement does not provide the necessary aid) then the duty to consider reasonable adjustments and provide such auxiliary aids will fall to the school/setting.

As in the previous legislation we are not under a duty to make alterations to the physical environment though we should be planning to do so as part of our Accessibility planning.

## 5. AIMS OF THE ACCESSIBILITY PLAN

The planning duties on schools/settings and Local Authorities are the same as the duties in the previous DDA. Schools/settings are required to have an Accessibility Plan detailing how they will improve access to the physical environment, increase access to the curriculum for disabled pupils, and how they will improve the availability of accessible information to disabled pupils. The LA is required to have an Access Strategy.

In Shankhill C of E Primary School, we have a commitment to equal opportunities for all members of the school/setting community and our Accessibility Plan outlines our intention to remove barriers for disabled pupils and to:

- increase the extent to which disabled pupils can participate in the different areas of the national curriculum, increase access to extra-curricular activities and the wider school/setting curriculum;
- improve the physical environment of schools/settings to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- improve the availability of accessible information to disabled pupils.

Furthermore, under our equality duties, we intend to improve the physical environment of the school/setting to enable any disabled person (pupil, parent/carer, employees or visitor) to access facilities and services and improve the availability of accessible information to any disabled person.

This Accessibility Plan will, therefore, **begin the process of addressing the needs of disabled people** through specific targets.

It is a requirement that the school's/setting's accessibility plan is resourced, implemented and reviewed and revised as necessary. Attached is a set of action plans showing how the school/setting will address the priorities identified in the plan.

Compliance with the disability duty under the Equality Act is consistent with the school's/setting's aims and Single Equality Scheme, and the operation of the school's/settings SEND policy.

The Action Plan for physical accessibility relates in part, to the Asset Management Plan (access section) of the School, which is undertaken regularly by the Local Authority. It may not be feasible to undertake some of the works during the life of this Accessibility Plan and therefore some items will roll forward into subsequent plans. The Plan will need to be revisited prior to the end of each first three-year plan period in order to inform the development of the new Plan for the following period.

We strive to ensure that the culture and ethos of the school/setting are such that, whatever the abilities and needs of members of the school/setting community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and value diversity.

## 6. KEY OBJECTIVES

The key objectives of our Accessibility Plan are as follows:

- To reduce and eliminate barriers to access to the curriculum and to full participation in the school/setting community for pupils, and prospective pupils, with a disability.
- We are committed to providing a fully accessible environment which values and includes all pupils, staff, 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 are committed to providing all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; and we endorse the key principles in the National Curriculum Framework ([Click here to access](#)) which underpin the development of a more inclusive curriculum:
  - setting suitable learning challenges;
  - responding to a pupil's diverse learning needs;
  - overcoming potential barriers to learning and assessment for individuals and groups of pupils.

## 7. CONTEXTUAL INFORMATION

Shankhill Church of England Primary School is a small rural primary school that provides full-time education for 49 children from the age of 3 to 11 years old. Shankhill is an inclusive school offering support and education for all children from all cultures, faiths, abilities, physical and academic needs.

The original school was built in 1879 and consisted of one room. This situation existed until the late 1960's, when a second classroom was built. Then, in the 1970's, a third classroom and kitchen were added. In 2007, a new extensive hall extension, and disabled access toilet were added to the school, which is now used for assemblies, PE, eating lunch and school performances.

The school has flat access, with no pavement kerbs at the main entrance of school, with a wide electromagnetic secure gate, followed by ramp access to all parts of the building and playground and surrounding field.

The school is situated in the Northern hills of Cumbria, in a rural setting: 6 miles from Longtown, 9 miles from Brampton and 14 miles from Carlisle. The nearest village is Hethersgill which is 3 miles away.

## 8. DEVELOPMENT

### 8.1 The Purpose and Direction of the School's Plan: Vision and Values

*Our School:*

- *has high ambitions for its disabled pupils and expects them to participate and achieve in every aspect of school life;*
- *is committed to identifying and then removing barriers to disabled students in all aspects of school life;*
- *values the individual and the contribution they make to all aspects of school life;*
- *will strive to ensure that its disabled pupils have access to all areas of the curriculum and teaching resources so as to develop fully in their education;*
- *acknowledges a commitment to embrace the key requirements set out in the National Curriculum Inclusion Statement;*
- *will continue to focus on removing barriers in every area of the life of the school;*
- *is committed to embracing equal opportunities for all members of the school community.*

### 8.2 Information from Pupil Data and School Audit

Shankhill Church of England Primary School is a small rural primary school that provides full-time education for 49 children from the age of 3 to 11 years old. Shankhill is an inclusive school offering support and education for all children from all cultures, faiths, abilities, physical and academic needs.

### 8.3 Views of those Consulted during the development of the Plan

*We will:*

- *ensure the development of the plan involves coordination with the Local Authority in line with the LA Accessibility Strategy and ensure that we provide the best choices for students wanting to enrol here;*
- *consult the full governing body/SEND governor/relevant sub-committee;*

- *consult staff including specifically SENCo, heads of year/department, safety committee;*
- *set up a structure to allow the views of students, both able and disabled to be taken into account;*
- *survey parents/carers to ascertain their views on our provision for disabled students and any developments they feel would be of use to the students and also offer parents alternative ways of answering the survey;*
- *involve outside agencies who already exist to assist disabled students in their education and future careers;*
- *ensure the views of ALL those consulted are taken into consideration and the plan modified where reasonable to meet the needs of stakeholders;*

## 9. SCOPE OF THE PLAN

### 9.1 Increasing the extent to which disabled pupils can participate in the school/setting curriculum

- to investigate how the access to those areas of the curriculum that are normally difficult for disabled students to access can be improved;
- to further investigate what support or alternative approaches can be adopted to increase the choice/participation of disabled students;
- to investigate alternative provision/routes and collaboration that will assist disabled students to learn including liaison with the LA Special Educational Needs and Disabilities (SEND) Statementing and Provision Team.

We plan 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, equally, prepared for life as are the able-bodied pupils. This covers teaching and learning and the wider curriculum of the school/setting such as participation in after-school clubs, leisure and cultural activities or off-site visits. It also covers the provision of specialist **aids and equipment**, which may assist these pupils in accessing the curriculum. The school/setting will continue to seek and follow the advice of LA services, such as specialist teacher advisers and SEND inspectors/advisers, and of appropriate health professionals from the local NHS Trusts.

### 9.2 Improving the physical environment of the school/setting to increase the extent to which disabled pupils can take advantage of education and associated services

- in consultation with the LA (where necessary and appropriate) investigate various improvements to the site;
- improve accessibility points to different curriculum areas;
- investigate ways of making the site more accessible to both disabled parents and adult users.

The school/setting will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings. This is required regardless of whether the school/setting has pupils or visitors with disabilities and is preparation for a situation when they do.

We will strive to:

- produce all school/setting literature at the correct font size to help visually impaired students;
- investigate alternative ways of providing access to information, software and activities;
- investigate ways of communicating effectively with disabled parents and carers and other disabled adult users of the site.

The school/setting plans to improve the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school/setting and school events. The information should be made available in various preferred formats within a reasonable time frame. The school/setting will make itself aware of local

services, including those provided through the LA, for providing information in alternative formats when required or requested.

### 9.3 Improving the delivery to disabled pupils of information that is provided in writing for pupils who are disabled

We will strive to:

- produce all school/setting literature at the correct font size to help visually impaired students;
- investigate alternative ways of providing access to information, software and activities;
- investigate ways of communicating effectively with disabled parents and carers and other disabled adult users of the site.

The school/setting plans to improve the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school/setting and school events. The information should be made available in various preferred formats within a reasonable time frame. The school/setting will make itself aware of local services, including those provided through the LA, for providing information in alternative formats when required or requested.

### 9.4 Financial Planning and Control

The Head teacher with Senior Management Team, together with the Finance Committee will review the financial implications of the School/Setting Accessibility Plan as part of the normal budget review process. The objective is that over time School/Setting Accessibility Plan actions will be integrated into the School/Setting Development Plan.

We will finance the plan by identifying costs and incorporating them into current and future budget commitments.

## 10. IMPLEMENTATION

### 10.1 Management, Coordination and Implementation

In March 2017, Shankhill commissioned Barbara Ross, H&S Consultant, Kym Allan HSC, to complete an Accessibility Audit of Shankhill C of E Primary School. *As a result of the audit, we shall:*

*As a result of the audit, we shall:*

- *produce action plans, with definite time scales for the implementation of the actions implicit in the plan;*
- *plans to provides workshops so staff can understand and buy into the Accessibility Plan and not see it as a bolt on;*
- *present the plan to the governing body for their approval;*
- *modify the plan based on the views of stakeholders;*
- *review the plan and the associated action plans to see if milestones are being met. This plan will be reviewed and adjusted as necessary every three years.*

### 10.2 Monitoring

We recognise that monitoring is essential to ensure that pupils with disabilities are not being disadvantaged, and that monitoring leads to action planning. Staff and Governors will monitor the accessibility plan at least annually. *Evaluation that may be useful to judge success may include:*

- *success in meeting identified targets;*
- *changes in physical accessibility of school/setting buildings;*
- *questionnaires, responses from stakeholders e.g. parents, pupils and staff, indicate increased confidence in the school's/setting's ability to promote access to educational opportunities for pupils with disabilities;*
- *improved levels of confidence in staff in reducing the obstacles to success for pupils with additional needs;*

- recorded evidence that increased numbers of pupils with disabilities are actively participating in all areas of the school/setting;
- recorded evidence that fewer pupils are being excluded from school/setting opportunities as their needs are being more effectively addressed through the application of strategies and procedures;
- increased levels of achievement for pupils with disabilities;
- pupil responses; verbally, pictorially and written that indicate that they feel themselves to be included;
- Ofsted inspections that identify higher levels of educational inclusion.

### **10.3 Accessing the School's Plan**

*This will be done through:*

- presentation in a section on the school website open to all visitors to the site;
- mention in the head teacher's newsletter of the availability of the plan;
- open evening/parents' forum with this as a theme.

*We will ensure that the plan is available in different formats where requested.*

*The school will achieve successful implementation of the accessibility plan with continued support in the areas of:*

- providing training and awareness opportunities to staff, Governors and parents/carers on issues regarding equality and inclusion;
- providing targeted training for particular groups of pupils/staff;
- promoting collaboration through the provision of information and the sharing of good practice;
- encouraging liaison between other local schools/settings including special schools;
- seeking support/advice from outside the school/setting, from services, other agencies and organisations;
- ensuring that the school/setting is aware of all support services that provide advice to schools/settings and staff.

## **11. RELATED POLICIES**

The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

- Curriculum Policies
- Single Equality Scheme/Objectives
- Staff Training and Development Plan
- Governor Training Plan
- Health & Safety Policy
- Special Educational Needs and Disabilities Policy,
- Off-Site Visits Procedures
- Whole School Behaviour Policy
- School Development Plan
- Asset Management Plan
- Complaints Procedures

***This page is intentionally blank for printing purposes***