St Paul's Catholic Primary - Accessibility Plan 2023 – 2026

This plan outlines the proposals of the governing body of **St Paul's Catholic Primary School** to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil.

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.
- 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.

The plan will be resourced, implemented, reviewed and revised regularly in consultation with:

- The parents/carers of pupils
- The headteacher and other relevant members of staff
- Governors
- External partners, as appropriate

This plan is reviewed to take into account the changing needs of the schools and its pupils, and where the school has undergone any changes to building provision.

IMPROVING ACCESS TO THE CURRICULUM

Target	Action	Resources	Success Criteria	Time frame
Ensure all learning resources are accessible for students with different disabilities.	SENCo to ensure appropriate provision for pupils with SEND and seek advice from External agencies as required.	Cost of resources required SENCo time	Children with disabilities will have appropriate access to the curriculum.	On-going
Teachers/Teaching Assistants develop appropriate skills to work with children who have specific disabilities.	Specific training for staff relating to specific disabilities experienced by children.	Cost of training Staff meeting time	Staff have greater understanding of disability issues.	On-going
Ensure developments in Computing include resources for children with disabilities.	Computing Lead/SEN co-ordinator to ensure appropriate resources are provided.	SENCo time Computing Resources	Children with disabilities will have appropriate access to technology.	On-going

IMPROVING ACCESS TO THE PHYSICAL ENVIRONMENT

Target	Action	Resources	Success Criteria	Time frame
To ensure that any future building projects adhere to disability legislation.	Liaise with Atkins	Devolved Formula Capital Fund	School building developed with disability access	On-going
To make required adaptations to meet the needs of children with disabilities.	To be addressed as required.	Cost of adaptations	For children with disabilities to have full access to all areas of school.	On-going

IMPROVING ACCESS TO INFORMATION

Target	Action	Resources	Success Criteria	Time frame
Make information accessible to children and parents with disabilities. School newsletters and other information available for Parents in alternative formats.	Continue to update website and events calendar on a weekly basis.	Staff to update website	Children and Parents with disabilities have greater access to information. School is able to respond quickly to requests for information in alternative formats. Information including newsletters published on the school website which is updated weekly.	On-going