

Holy Family RC Primary School

Disability Access Policy



Statement of intent

The Special Educational Needs and Disability Act requires Holy Family Primary School to anticipate the needs of disabled students in general and to make “reasonable adjustments” to ensure that individuals are not substantially disadvantaged, though there are some limits to this. Some examples of reasonable adjustment might be:

- Providing special equipment, such as specialist seating or portable induction loops in classrooms
- To provide modified learning resources

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.

The Physical Environment

Holy Family is a one storey and purpose built school building. It is not however without some limitations. The school works in partnership with external agencies to make reasonable adjustments to meet the needs of all learners. All school building plans or developments take due consideration of the needs of disabled pupils and/or visitors. These plans and developments are monitored to ensure that physical accessibility issues are a key consideration of the planning process.

Improving the Delivery of Information

The school will endeavour to ensure that where required and/or requested the delivery of information to pupils, parents and visitors will be in a format suitable to their individual need. This may be through the use of large print, simplified language, mother tongue, audio tape or individual consultation.

The Holy Family RC Primary School Accessibility Plan will be made widely available and will be published on the school website. A copy will be made available to governors. The Accessibility Plan will be reviewed on an annual basis by the Headteacher and SENCo and findings reported to the governors on an annual basis.

The school is committed to providing access to its buildings, facilities and curriculum for all who wish to access them. We are committed to improving access within the limitations of the physical structure of the building and other resources.

The Governors and Headteacher will make provision, where possible, to meet the needs of individual children and adults.

We aim to:

- Ensure pupils with disabilities can participate fully in the school curriculum.
- Ensure that the environment of the school enables pupils with disabilities to take full advantage of education, benefits, facilities and associated services provided.
- Ensure the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

If there is a need to provide resources of any kind to enable access to the building or the curriculum we will seek advice and endeavour to meet the needs of any individual.

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 disability access policy will be reviewed and revised regularly in consultation with:

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

This policy is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

Signed by: A Booth November 2019