



Accessibility Plan

April 2018

Policy History

Date	Version	Update	Prepared by
April 2018	1.0	Policy presented to governors Uploaded to website	C. Beddows

This accessibility plan has been drawn up in conjunction with parents, staff and governors. It focuses on removing barriers to access and positively promote the involvement and successful participation of all pupils.

Background information regarding vulnerable groups at Etchells Primary School.

- Etchells Primary School is a two-form entry school with 410 pupils,
- We have Resourced Provision for eight pupils.
- 8.3% of pupils are on the 'Additional Support' register
- 2.6% of pupils have a Statement/EHC plan
- 26% of pupils have English as an Additional Language; 1% are Looked After Children and 11% have Free School Meals
- 45.2% of children live in the Etchells catchment area; 39.9% live outside the catchment area but in Stockport; 14.9% live outside Stockport.

Aims and Values

Our school ethos states:

We are a vibrant, happy, welcoming school and provide a stimulating and inclusive environment for learning.

We take pride in responding to the learner's interests and ensure that lessons are challenging, fun and purposeful. We have high ambitions for all of our pupils and we expect them to participate in, contribute to and achieve in all aspects of school life.

We have a wonderful school environment, with well-developed areas in the school grounds to maximize the children's opportunities to play. Our school incorporates a Resource Base for children with specific special educational needs and disabilities which underpins our overarching philosophy of inclusion and Education for All. We also have a 40 place nursery on site, as well as before and after school provision.

At Etchells Primary School we aim to;

- Provide a secure environment where all individuals feel a sense of belonging in which there is a strong focus on high aspirations and on improving outcomes for all our children and young people

- Prepare children for life in a diverse society in which children are able to identify their place and their responsibilities in the local, regional, national and international community, successfully preparing children for the skills needed in adulthood;
- Include and value the contribution of all families to our understanding of equality and diversity with a clear focus on the participation of children and young people and parents in decision-making at individual and strategic levels;
- Provide positive non-stereotyping information about different groups of people regardless of protected characteristics under the law (age, disability, gender, gender identity, race, religion or belief, sexual orientation, gender reassignment and pregnancy/maternity);
- Plan systematically to improve our understanding and promotion of diversity;
- Actively challenge discrimination and disadvantage;
- Make inclusion a thread which runs through all our activities.

To achieve these aims we will;

- Evaluate the Accessibility policy on an annual basis in collaboration with staff, parents and governors
- Monitor and track the progress of every pupil and identify those within vulnerable groups such as SEM, EAL, FSM, LAC, gender, race and ability etc.
- Use this data to inform future planning and target setting ensuring no group is subject to disadvantage
- Ensure that reasonable adjustments are made to ensure equality of opportunity
- Implement joint planning and commissioning of services to ensure close cooperation between education, health/social care and ethnic diversity services
- Apply a graduated approach to identifying and supporting pupils with SEND

Roles and Responsibilities

SENCO

It is the SENCO's responsibility to:

- Coordinate the transition as Statements are replaced with EHC plans
- Implement the policy and its strategies and procedures
- Ensure that staff are made aware of appropriate and continuous professional development with regard to disability and inclusion
- Ensure that all reasonable adjustments are made to ensure equality of opportunity for all children with SEND

And in partnership with the Senior Leadership Team to:

- Contribute to the SLT in monitoring high quality support for all, including SSE and appraisal systems;
- Actively challenge and take appropriate action in any cases of discriminatory practice;
- Address any reported incidents of harassment or bullying in line with LA guidance;
- Ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy;

All Staff

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment and bullying;
- Address effectively all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- Promote equality and good relations and not discriminate on grounds of any protected characteristics;
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society

- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

The Governing Body

It is the Governing Body's responsibility to:

- Ensure that the school complies with equality legislation;
- Meet requirements to publish measurable equality objectives;
- Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
- Scrutinise the recording and reporting procedures at least annually;
- Follow the LA's admissions policy, which is fair and equitable in its treatment of all groups;
- Monitor attendance and take appropriate action where necessary;
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- Provide information in appropriate, accessible formats;
- Be involved in dealing with serious breaches of the policy;
- Be pro-active in recruiting high-quality applicants from under-represented groups.

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.