



# Bradfield School

## Accessibility Plan

Document control table			
<b>Author (name &amp; job title):</b>		Headteacher	
<b>Version number:</b>		V2	
<b>Date approved:</b>			
<b>Approved by:</b>		Headteacher	
<b>Date of review:</b>		July 2026 or when significant changes occur	
<b>Links to</b>		SEND Policy	
Document History			
Version	Date	Author	Note of revisions
V1	December 2018	L Eaveson	
V2	November 2022	H Durdy	Reviewed - Update format and review dates

V3	October 2024	H Durdy	Reviewed
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## 1 Purpose of the Plan

The purpose of this plan is to show how Bradfield School is able to meet the needs of pupils, staff, parents and visitors regardless of disability.

## 2 Definition of Disability

A person has a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day- to -day activities.

## 3 Legal Background

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”. According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

This plan sets out the proposals of the Governing Body of the school to ensure access to education for disabled pupils in the three areas required by the planning duties in the Equality Act:

- increasing the extent to which disabled pupils can participate in the school curriculum (this includes teaching and learning and the wider curriculum of the school such as participation in after school clubs, leisure and cultural activities or school visits)
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services (this includes improvements to the physical environment of the school and physical aids to access education)
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled. (This will include planning to make written information that is normally provided by schools to its pupils available to disabled pupils. Examples might include handouts, timetables, textbooks and information about school events. The information should take account of the pupils` disabilities and the preferred format of pupils and parents and be made available within a reasonable timeframe)

Bradfield School aims to treat all stakeholders, including pupils, prospective pupils, staff, governors and other members of the school community favourably and, wherever possible, takes reasonable steps to avoid placing anyone at a substantial disadvantage. The school aims to work closely with disabled pupils, their families and any relevant outside agencies in order to remove or minimise any potential barriers to learning, which puts them at a disadvantage, but allows them to learn, achieve and participate fully in school life. The school is active in promoting positive

attitudes to disabled people in the school and in planning to increase access to education for all disabled pupils.

As part of the school's continued communication with parents, carers and other stakeholders we continually look at ways to improve accessibility through data collection, questionnaires and parental discussions.

#### 4 Contextual Information

The school is a four-storey building, with a lift, which has disabled facilities and toilets – it is a modern building and designed to meet with current legislation. Wheelchair access is available into the main building and into all other buildings. There is disabled parking on site. All areas of the school grounds are accessible to wheelchair users, although some areas of the playing fields will require adult supervision for wheelchair users.

#### 5 The Current Range of Disabilities within Bradfield School

The school has pupils with a range of disabilities which include moderate and specific learning difficulties.

We have a number of pupils who have asthma, diabetes and epilepsy. All staff are aware of these pupils. Medication is kept either with the pupil or centrally within the First Aid room. Relevant staff have been trained to support students with epilepsy

We have competent First Aiders who hold current First Aid certificates. All medication is kept in a central safe and secure place with easy access for First Aiders and staff members. Administration of Medicines consent forms are filled in by parents outlining the illness and amount and time of medication. All medication that is given is recorded.

#### 6 Improving access to the physical environment

<u>Targets</u>	<u>Actions</u>	<u>Timescale</u>	<u>Responsibility</u>	<u>Outcomes</u>
School is aware of the access needs of disabled pupils, staff and visitors.	Access plans for individual disabled pupils, staff and visitors are circulated to relevant people.	Ongoing	SENCO	Individual plan in place for all disabled pupils and all staff are aware of all pupils' access needs.
School staff are better aware of access issues.	Provide information to staff on disability and equality for all.	Ongoing	Headteacher/Governing body	
All building work has considered accessibility guidance.	Share accessibility plan with relative personnel.	Ongoing	SLT/Governing Body	Raised confidence of staff and governors in commitment to meet our access needs.  Ongoing improvements in access to all areas when undertaking routine and maintenance works.

Ensure that all disabled pupils can be safely evacuated in an emergency.	Develop a system to ensure all staff are aware of their responsibilities.	Ongoing	Headteacher/Governing Body	All disabled pupils, staff and visitors and staff working with them are safe and confident in event of fire.
Ensure all fire escape routes are suitable for all.	Monitor success and issues during standard fire practice and amend if necessary.	Ongoing	Fire Safety Officer	All disabled staff, pupils and visitors are able to have safe and independent evacuation in emergency situations.

## 7 Improving access to the curriculum

<b><u>Targets</u></b>	<b><u>Actions</u></b>	<b><u>Timescale</u></b>	<b><u>Responsibilities</u></b>	<b><u>Outcomes</u></b>
Increase confidence of staff in differentiating the curriculum.	Provide mandatory CPD to staff across the year.	Ongoing due to staff turnover and the arrival of new pupils.	SLT/SENCO	Raised confidence of staff in strategies for differentiation and increased pupil participation.
Ensure TAs have access to specific training on disability issues.	Update wheelchair and fire evacuation training	Ongoing due to staff turnover and the arrival of new pupils.	SENCO	Raised confidence of staff in strategies for differentiation and increased pupil participation.
Ensure all staff are aware of disabled pupils' curriculum access.	Dissemination of information via individual pupil portraits.	Ongoing	SENCO	All staff aware of individual pupils' needs.
Ensure all school trips/visits are accessible to all.	Develop guidance for staff on making trips accessible.	Ongoing	Headteacher/Governing Body	All pupils in school are able to access all school trips and take part in a range of activities.
Involve TAs in lesson planning and inclusion.	Provide three sessions of CPD to teaching assistants related to Teaching and Learning.	Ongoing	SENCO/SLT	A team of TAs with a suite of skills to address the needs of pupils.

## 8 Improving access to information

<b><u>Targets</u></b>	<b><u>Actions</u></b>	<b><u>Timescale</u></b>	<b><u>Responsibilities</u></b>	<b><u>Outcomes</u></b>
Review information sent to parents/carers to ensure it is accessible.	Review all letters home to check reading age/Plain English.  Paper copy of all letters home to parents who cannot receive the digital copy	Ongoing	Headteacher and deputy heads  Business manager	All parents receive information in format that they can access.

<p>Ensure all staff are aware of guidance on accessible formats.</p>	<p>Distribute guidance on good practice in accessible formats.</p> <p>Provide guidance to staff on dyslexia and accessible information.</p>	<p>Ongoing</p>	<p>SENCO</p>	<p>Staff produce routine information to children in more accessible ways.</p>
<p>Inclusive discussion of access to information in all Annual Reviews.</p>	<p>Ask parents/carers and pupils about access to information and preferred formats in all reviews.</p> <p>Develop strategies in IEPs to meet needs.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>SENCO</p>	<p>Staff more aware of pupils' preferred methods of communication.</p>
<p>Pupils become more aware of their own learning styles and access needs.</p>	<p>Include access to information re: learning needs</p> <p>Encourage pupils to express their access needs and explore learning styles.</p>	<p>Ongoing</p>	<p>All Teachers</p>	<p>Pupils able to articulate their access needs and understand their own learning styles.</p>