



Accessibility Policy and Plan

Foreword

Protected characteristics:

These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

At The Divine Mercy RC we believe that every child has the right to equality of outcome and to achieve their full potential. In order to achieve equity we embrace the principles of fairness, social justice, inclusion, global citizenship and community cohesion.

The Divine Mercy RC Primary School is a happy, safe and welcoming environment where everyone is valued. Our Catholic faith is central to moral development, mutual respect and an appreciation for the cultural diversity within our community. It is our intention to provide opportunities for every child to succeed and to strive towards excellence in everything they do.

We are a family, our strength is in our love and respect for one another.

Purpose of the Plan

The purpose of this plan is to show how The Divine Mercy RC Primary School intends, over time, to increase the accessibility of our school for disabled pupils.

Definition of Disability

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

Legal Background

This plan sets out the proposals of the Governing Body of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA: increasing the extent to which disabled pupils can participate in the school curriculum, which 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, which includes improvements to the physical environment of the school and physical aids to access education.

The Divine Mercy Primary 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.

Contextual Information

The school was built in 2009 and is barrier free. This gives access to wheelchair users to all areas of the school as we have a lift. .

The Current Range of Disabilities within The Divine Mercy RC Primary School.

The school has children with a limited range of disabilities which include Autistic Spectrum Disorder, attention deficit hyperactivity disorder, hearing impairment, Diabetes, Epilepsy, reduced vision, temporary disabilities and serious medical conditions with related susceptibility to infections. When children enter school with specific disabilities, the school contacts professionals for assessments, support and guidance for the school and parents.

We have a few children who have asthma and all staff are aware of these children. Inhalers are kept in the classrooms in medical boxes and are named and dated. There is a record of use noted on the Medical tracker. Some children have allergies or food intolerances/cultural food choices. All medical information is collated and added to a care plan for each individual child on Medical Tracker. Medical Tracker is updated regularly by Deena Banister (HLTA).

We have competent First Aiders who hold current First Aid certificates. All medication is kept in a secure place which has easy access for First Aiders and staff members. Care plans are filled in by parents and Deena Banister outlining the illness and amount and time of medication. All medication that is given as prescribed, is recorded immediately on Medical Tracker.

Targets	Strategies	Outcome	Timeframe	Achieved
To ensure that the accessibility Plan becomes an annual item at the FGB meetings	Clerk to governors to add to list for FGB meetings.	Adherence to legislation.	Annually Awareness raised of the whole school community.	To be shared at FGB
To improve staff awareness of disability issues.	Staff CPD using external agencies All staff have access to medical tracker	Whole school community have an increased awareness of all disabilities within the school community.	Annually, according to need.	Dyslexia Training Medical Training by the school nurse/parent-diabetes Epipen training- School nurse. Outreach - RHOSEY/Grange/ lancasterian OT support plans and training Diabetes training for staff.

To ensure that all children are able to access all out-of school activities. eg. clubs, trips, residential visits etc	All providers of out-of-school education will comply with legislation. Class teachers to complete EV1, EV2 and Transport risk assessments on all out of school activities	ALL pupils are able to access out of school provision.	ongoing	Training and advice given to ensure a child's needs are met and the child is able to access.
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Equalities Statement:

The Divine Mercy RC Primary School is committed to valuing diversity and to equality of opportunity. We aim to create and promote an environment in which pupils, parents and staff are treated fairly and with respect, and feel able to contribute to the best of their abilities. The Governing Body recognises that it is unlawful to take into account anyone's gender, marital status, colour, race, nationality, ethnic or national origin, disability, religious beliefs, age or sexual orientation. Full consideration has been given to this during the formulation of this policy as it is the governors' aim that no-one at The Divine Mercy RC Primary school should suffer discrimination, either directly or indirectly, or harassment on any of these grounds.