



**Margaret McMillan Primary School**  
**Accessibility Plan 2018- 2020**

**Introduction:**

The Accessibility Plan has been based upon information from the LA and DfE. The Accessibility Plan will be reviewed annually in respect of progress and outcomes. It links with the Equalities Policy.

**Rationale:**

We are committed to providing an environment that enables full access for all pupils, staff and visitors regardless of their learning, physical, sensory, social, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The governing board 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 Accessibility Plan shows how access might be improved by taking timely and relevant actions 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.

Objective	Action	Responsible	Timescale	Outcome
<b>Curriculum</b>				
Review school vision and ethos. As part of the review ensure that it reflects the equality duty.	LGB review vision and ethos. Consult staff, pupils and parents.	HT & Local Governing Board	Spring 2019	New school vision and ethos continues to be inclusive.
All pupils with SEND and medical needs have equipment available, particularly when recommended by advising professionals	Monitor Provision and respond to advice received.  Monitor Provision Map once established	SENCO Phase Leaders	From Autumn 2018 - Ongoing  From Autumn 2019 - Ongoing	All pupils are able to access learning and the curriculum.

Continue to ensure that school visits, clubs and events take into account pupils with SEND to ensure access to participation for all pupils.	Plan & Review each visit and activity to ensure all needs are considered. Small groups or additional adults to be arranged as appropriate. Additional activities to be planned in response to identified needs	SENCO Teachers	Autumn 2018 Ongoing	Educational visits, clubs and activities are inclusive.
<b>Physical Environment</b>				
Ensure colour schemes throughout premises consider needs of disabled and visually impaired staff, pupils and visitors.	Consider colour schemes around school as part of planning process during improvement work.	HT & SBM	Ongoing	School environment supports the needs of those with SEND or medical needs.
Improve physical access to school.	Designated disabled car parking space available for staff and visitors with as disability. Arrangements in place for those who need temporary access to school due to Approach LA to request disabled parking bays outside of school for children/parents with Blue Badge.	HT  HT LGB	Ongoing  2018/19 - ongoing	Access to school is easier for those with a disability.
<b>Information</b>				
Teachers are able to support and promote children's oracy.	Participate in Elklan Programme Membership of Oracy Hub Continue to train staff in strategies to improve Oracy.	Oracy Lead & Oracy team SENCO	2017/18 2018 Ongoing	Become a Communication Friendly School. Staff are able to support children effectively.
Improve home-school communication.	Increase use of school twitter account Adopt Weduc – mobile APP	SBM	Autumn 2018 Autumn 2019	Information to parents is improved.
Ensure Leaders and teachers are able to identify needs and allocate provision appropriately.	Adopt Provision Map Train staff in its use. Monitor and review.	SENCO	Implementation & roll out from Spring 2019	SENCO able to deploy resources effectively. SENCO able to support staff to meet the needs of those with SEND and medical needs.