

# Mount Pleasant Junior School



## Accessibility Plan

Academic Year 2018-21

This policy should be read in conjunction with:

- Supporting Children with Medical Conditions Policy
- Intimate Care Policy
- SEN and Inclusion Policy
- Health and Safety Statement of Intent / Procedures and Guidelines
- Teaching and Learning Policy
- Equal Opportunities Policy
- SEN Code of Practice (2014)

### **Introduction**

#### **Purpose of the Plan**

At Mount Pleasant Junior School it is our aim to provide an education that enables all pupils to reach their full potential, regardless of ability, gender, faith, race or sexual orientation. We therefore aim to improve and maintain an appropriate environment and ensure the best possible delivery of the curriculum in order that the disabled community may fully participate and achieve their best. Mount Pleasant Junior School is committed to collecting a wide range of pupil and family information for improved accessibility and equality.

#### **Definition of Disability**

According to the Equality Act 2010, a person has a disability if:

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

#### **Legal Background**

Under the Equality Act there is a requirement for public sector bodies, including schools, to promote equality for disabled people in every aspect of their work. Schools are required to take an organisational approach to formulating policy and practices, which positively promote disability. The Equality Act 2010 introduced a single Public Sector Equality Duty (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and which extends to all protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,

- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.
- This duty requires schools to adopt a proactive approach, mainstreaming disability equality into all decisions and activities. The duty does not just apply to disabled pupils; it applies to any non-educational services schools provide. The duty applies also to parents, members of staff, visitors to the school, local community members and to potential pupils of the future. Schools can implement the general duty by actively reviewing all their policies, procedures and planned access improvements to remove barriers, with a view, for example, to greater recruitment and retention of disabled staff, greater participation of disabled pupils, disabled parents and community members.

## **Complaints**

The Schools complaints procedure covers the Accessibility plan.

## **Making it Happen**

Management, coordination and implementation

At Mount Pleasant Junior School all staff have a duty to work to this policy to ensure even greater inclusion of pupils with disabilities. Information collected will be co-ordinated by The SENCO and brought to the Head teacher and Governing Body prior to being incorporated in the School Improvement Plan. Action plans will be developed and monitored through the annual school improvement process.

All information contained in the School Improvement Plan is available to the school community on request.

## **Training**

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

## **Plan Availability:**

The school makes the Accessibility Plan available in the following ways:

- A copy is posted on the school's website
- Paper copies can be requested from the school office

## **Review and Evaluation:**

It is a requirement that our accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Below is a set of action plans showing how Mount Pleasant Junior School will address the priorities identified in the plan. The plan is valid for three years 2017-20 but is reviewed annually.