



Accessibility Policy & Plan

Introduction

All men and women, being created in the image of God, have inherent and equal dignity and worth.

We believe that this includes the children within the school and therefore Immanuel Christian School is committed to providing a caring community for all its pupils, irrespective of disability.

The Equality Act 2010 places a duty on all schools to have in place a strategy to deal with the accessibility of the premises and curriculum of the school to disabled pupils. The Board of Governors of Immanuel Christian School recognises the following duties that this places upon them:

- Not to treat disabled pupils less favourably for a reason related to their disability
- To make reasonable adjustments for disabled pupils so that they are not at a substantial disadvantage
- To plan to make reasonable adjustments to the school buildings, recognising that Grade 2 listed status imposes its own limitations, so that there is an increased access to education for disabled pupils and to make the school building more accessible for disabled persons.

The planning duties of the Equality Act make three requirements of the Governors:

- To increase the extent to which disabled pupils can participate in the school curriculum
- To improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services
- Improving the delivery to disabled pupils of information which is provided for pupils who are not disabled in a format appropriate to their needs.

This plan will be monitored and evaluated by the Governors. The plan attached sets out the Governors' proposals for increasing access to education for disabled pupils.

Access to this Plan

This plan will be made available upon request to any current parent or prospective parent who requests it. We will also hand this plan to any parent of a disabled child who makes an enquiry about a place for their child at the School. This plan will also be made available to any member of staff or applicant for a post at the School who requests it.

Accessibility Plan

Premises

The main building provides good and easy access to all downstairs areas for wheelchair users. The pathway on the north boundary of the premises provides easy access from the car park to the building. The exterior front doors of the building are double doors providing very wide access. The internal doors are single doors which all open unrestrictedly to provide wide access to the rooms. One of the toilets has been modified to allow wheelchair access.

There is full wheelchair access to the second building. Both rooms to this building are accessed

by double doors and internal double doors offer easy access between the rooms.

Access to the playground can be made through the gated vehicle entrance from the car park.

New Pupils

All new pupils will be assessed by the head teacher as they enter the school to see whether any changes to premises, practices or procedures are needed. If it is necessary to make changes a specific action plan will be drawn up with a timetable to complete the actions as soon as reasonably possible.

General Plan

	Timescale	Objective	What	When	Outcome	Completed
1	Short Term	To ensure all teachers are following SEN policy in the light of current needs.	All teachers need to ensure that they are using appropriate visual learning tools/colours.	Ongoing	Continual training of staff in order to remove all barriers to learning.	
2	Short Term	Ensure compliance with legislation and codes of practice.	Staff and governors informed of requirements and obligations of the legislation and Accessibility Plan shared with personnel.	Ongoing. Staff: each September. Governors: First meeting of Spring Term.	All personnel aware of requirements and obligations.	
3	Medium Term	To ensure that both inside and outside area conform to Health & Safety guidelines.	To assess any high risk area and carry out appropriate risk assessments, working to bring them up to an acceptable level.	When required. Full site H&S check each October.	Risk assessments carried out and acted upon as needs arise by all relevant personnel.	
4	Medium Term	Training for staff on differentiating the needs of the children with impairments.	Head Teacher to investigate what areas of training are required.	When pupil need requires.	All personnel are training in the relevant areas.	
5	Medium Term	To review and, if necessary, update the Accessibility Plan on biannual basis.	Governors to review the plan in the light of current circumstances of the School.	1 st Qtr bi-annually	Plan reviewed and, where necessary, updated.	
6	Long Term	To provide provision for disabled children and children with visual and hearing problems.	Liaise with experts to seek advice and guidance.	Ongoing as required	Disabled children to have access to curriculum and school site.	

Adopted by the Governors on 19/11/2015
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