

St. Chad's C. E. Primary School strives to ensure that the culture and ethos of the school are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and value diversity. With this Accessibility Action Plan, St. Chad's C. E. Primary School aims to cover three main strands of the planning duty, subject to financial constraints.

**1. Improving the physical environment of school for the purpose of increasing the extent to which all individuals are able to take advantage of education and associated services**

Action	Success Criteria	Lead Personnel	Timescale	Funding	Review
<b>Building Conditions and Compliance Survey on whole school grounds</b>	Assess overall condition of school buildings and grounds; Ensure compliance and suggest actions for improvement; Identify and record potential risks; Identify potential expenditure required	Executive Head Head of School Site Manager Unity Partnership	Spring 2018	£3000	Summer 2018
<b>Fence entire school perimeter</b>	School grounds entirely and securely fenced all around; Children able to play out and enjoy outdoor learning experiences safely; Reduced risk of intruders on school grounds	Executive Head/ Head of School Finance Manager Site Manager	Summer Holiday 2017	£24,000	Autumn Term 2017
<b>Secure man hole covers in playground areas</b>	All man hole covers securely in place and fit for purpose; reduced risk of trips and falls; no risk of children moving/removing covers	Head of School Site Manager Unity Partnership	Autumn Term 2017	£0	Autumn term 2017
<b>Update and refresh sink areas in classrooms so they are accessible for all</b>	New sink areas in classrooms fit for purpose; sink areas/water available for use and accessible by all users	Head of School Site Manager H&S team Class Teachers	Ongoing	£1000 per classroom	After completion of each sink area

<b>Install fob entry system</b>	Staff members and regular visitors have fob key for access to main body of school; children have access to all areas of school required for their learning and are safeguarded at all times; visitors to school escorted by an adult at all times	Executive Head H&S team Head of School	Summer 2017	£1500	Summer Term 2017
<b>Install canopy covers to provide shaded areas in playgrounds</b>	All children able to safely enjoy outside area; relief for children from heat on sunny days; space for children to read/draw outside without direct exposure to sunlight	Head of School H&S Team Site Manager	2018	Cost of canopy covers	After completion of the work
<b>Assess, repair and refit classroom blinds</b>	Functioning blinds in all classrooms; light/dark in classrooms able to be controlled to respond to learning needs	Head of School Site Manager Class Teachers	2017/18 academic year	£1000	After completion of each set of blinds
<b>Form Health and Safety team of children in school</b>	Open lines of communication between children and staff; share health and safety expectations with children; provide children with ownership of health and safety in their learning and playing environments; identify potential hazards and ways the school can be made more accessible for all	Head of School H&S staff lead Site Manager H&S monitors	Ongoing	£0	Termly
<b>Develop outdoor learning areas on school grounds</b>	Clear delineation of outdoor areas for learning; outdoor learning accessible for all children, regardless of individual needs; Enhanced curriculum delivered to all pupils	Class Teachers KS1 Phase Leader Head of School Site Manager Bancrofts	2018/19 ongoing	£15,000	After completion of each part of the works
<b>Install astroturf pitch on school grounds</b>	Increased number of sports/PE sessions accessed by all children; even ground more accessible and reduces incidents of trips/falls.	Executive Head/H&S team/Head of School/DBS/Oldham Council	2019	£TBC	After completion of the work

**2. Increase the extent to which disabled pupils can participate in school's curriculum. Improving the delivery of information to pupils with disabilities**

Action	Success Criteria	Lead Person	Timescale	Funding	Review
<b>Develop series of assemblies around a range of disabilities and additional needs; share these with whole school community</b>	All children and staff aware of a wide range of disabilities and additional needs; children and staff able to talk about what they can do to support others; strategies in place in all classrooms to cater for additional needs	Head of School SENCO Class Teachers	2017/18 academic Year	£0	Summer Term 2018
<b>Regular, relevant staff training and updates</b>	All staff feel confident in addressing and catering for additional needs; needs of all children are met through the curriculum provision; relevant and timely information shared between all necessary staff	Head of School Class Teachers SENCO Outside training providers	Ongoing	£cost of training and CPD	Termly as part of pupil progress reviews
<b>Advice and workshops from 'Eye Hero' Workshops: Exploration of the use of different coloured line guides to support children with AEN (dyslexia; ASD etc.)</b>	Line guides purchased and fully operable throughout the school being used by those children who will benefit from this provision	SENCO – with all class teachers and support staff	Autumn Term 2017	£0	Spring Term 2018
<b>Work with a range of outside agencies, eg Visual Impairment, to develop strategies for delivery of information</b>	Use of visual impairment software embedded across school; all children able to access learning and information required; staff knowledgeable about the strategies and software available to them when supporting children with additional needs	SENCO VI Team Class Teachers	2017/18 academic year	£Cost of additional hardware and software	Termly

<p><b>MIND (mental health charity) workshops for all children to explore issues around healthy minds</b></p>	<p>Staff and children able and willing to talk about issues relating to mental health; all stakeholders display good understanding of what mental health is and how we can work to improve it in ourselves and others</p>	<p>SENCO Head of School Class Teachers School governors</p>	<p>2017/18 academic Year</p>	<p>£0</p>	<p>Summer Term 2018</p>
<p><b>Introduce PIVATS for assessing individuals with additional needs</b></p>	<p>Close monitoring of academic, social and emotional attainment and progress for individual children; action plans and specific teaching and learning in place where required; use of PIVATS statements to show progress and highlight next steps</p>	<p>SENCO Class Teachers Support Staff</p>	<p>2017/18 academic year</p>	<p>£130</p>	<p>Termly in pupil progress meetings</p>
<p><b>Careful monitoring of staffing and timetabling</b></p>	<p>Specialised staff in school deployed where additional need is greatest; staffing deployment responsive to individual need and changing needs; timetabling of curriculum allows all children to access and participate in learning</p>	<p>Head of School SENCO Class Teachers Support Staff</p>	<p>Ongoing</p>	<p>£0</p>	<p>Termly</p>
<p><b>PCR Meetings termly for children with additional needs</b></p>	<p>Individual children's needs are identified – socially/emotionally/academically; staff meet with parents/carers regularly to ensure needs are met; actions plans from PCRs provide framework for everyone working with individual child; outcomes regularly monitored</p>	<p>SENCO Class Teachers Support Staff Parents/Carers</p>	<p>Ongoing</p>	<p>£cost of cover for school staff</p>	<p>Termly</p>

### 3. Employees and Others involve in the School Community

Action	Success Criteria	Lead Person	Timescale	Funding	Review
<b>Regularly collect and update disability information for staff members</b>	Identification of disability and associated need; provision made to enable equal access to school site and all associated resource; support plans constructed and implemented where necessary	SENCO Head of School Administrative Team	Ongoing	£0	Annually - Summer Term
<b>Regularly collect and update disability information for parents/carers of children in school</b>	Identification of disability and associated need; provision made to enable equal access to school site and all associated resource; support plans constructed and implemented where necessary	SENCO Head of School Administrative Team	Ongoing	£0	Annually - Summer Term
<b>Provide time off for therapy/medical consultations for any individual personnel persons who require it</b>	Where reasonably practicable, staff are able to attend appointments relating to individual needs; staff well-being, health, mental health and specific needs are met as well as possible	Head of School	ST / MT / LT depending on level of need	£cost of cover for staff	Annually



**St Chad's C of E Primary School**  
**Accessibility Action Plan**  
 Development Activity 2017/18/19



<p><b>Where reasonably practicable, provide flexible working arrangements for personnel with additional needs</b></p>	<p>Flexible working arrangements in place for disabled persons requiring this type of support</p>	<p>Head of School School Governors</p>	<p>ST/MT/ LT depending on level of need</p>	<p>£cost of accommodating flexible working</p>	<p>Annually</p>
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**Adopted by Governors: January 2018**  
**Review Date: January 2019**