



Accessibility Plan 2021-2024

At Callow End we provide a caring environment where everyone works together to build a firm foundation for love and learning. As a foundation for love we provide a welcoming, safe and supportive environment in which the qualities and abilities of all our pupils are nurtured and celebrated. We use our school's Christian values to guide us, sharing an ethos of love and respect, treating everyone in the way that we would like to be treated. We strive to celebrate differences both in our school community and around the world through our teaching, learning and shared life with our Church.

As a foundation for learning, we promote excellence, providing an inspirational curriculum which enables all pupils to aspire, achieve and flourish. We want our children to have positive emotional and mental health, and an understanding of their place in the wider world. All our policies are written to reflect and support this vision.

Aims of the Accessibility Plan

This plan outlines how Callow End CE Primary School aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the curriculum.
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Local Academy Board also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals 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 plan will be resourced, implemented, reviewed and revised in consultation with:

- Pupils' parents.
- The headteacher and other relevant members of staff.
- Governors.
- External partners.

This plan is reviewed every three years to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone a refurbishment.

Coordination

The Headteacher will coordinate the plan in direct consultation with all stakeholders.

Availability of the plan:

A copy of the plan is available on request from the school office and on the website.

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e-mail: office@callowend.worcs.sch.uk

Website: www.callowend.worcs.sch.uk

Minor adjustments to the plan will be made throughout the duration of the plan. However, an annual review will take place at the beginning of the autumn term.

Planning duty 1 - Curriculum						
Target	Actions	Responsibility	Timescale	Outcome	Resources	Review
To ensure that the school curriculum is accessible for all pupils	Audit of the curriculum	Headteacher Teachers SENDCO	Summer 2021	Management and teaching staff are aware of the accessibility gaps in the curriculum and have planned to address them.	HT/SENDCO time	Reviewed annually – last review 4/9/23
To equip staff with the skills to support pupils with SEND	INSET provided to staff members Training for teachers on differentiating the curriculum and disability awareness to reflect needs of pupils	Headteacher, external advisors, SENCO	Summer 2021 then ongoing as part of CPD	Staff members have the skills to support pupils with SEND.	INSET/ training costs	December 2023
Reflect identified areas of need in lesson planning and delivery so that all SEND pupils can access lessons.	Incorporate quality first teaching into all planning. Ongoing programme of staff training in Specific resources are purchased to support identified pupil needs.	Headteacher Teachers SENDCO	Autumn 2023	Improved access to curriculum for all pupils. Staff feel confident and have the skills to support pupils with SEND. Pupil progress is tracked and discussed with parents	SEND budget planned to include provision and support. SENDCO allocated time to support staff	Summer 2023

				Monitored lessons/planning checks show evidence of quality first planning & teaching		
Plan school trips that take into account pupils with SEND	Accessibility is considered during the planning stage of the trip or visit. The needs of pupils with SEND are incorporated into the planning process	Teachers, SENCO EVC	From Autumn 2021	All school trips have been planned to ensure that pupils with SEND can take part alongside their peers.		December 2023

Planning duty 2 - Environment

Target	Actions	Responsibility	Timescale	Outcome	Resources	Review
Ensure Personal Emergency Evacuation Plans are available to enable safe evacuation of pupils and adults with a disability in an emergency	Format for personal emergency evacuation plans designed. Information gathering questionnaire prepared to aid completion of plans as need arises. Identify alternative routes for evacuation from classrooms/hall/building. Fire drill at different times of the day & to include all staff.	Headteacher All Staff SEN coordinator	Ready for Autumn 2023	Staff are aware of all Personal Emergency Evacuation Plans and routes from their classrooms for vulnerable pupils/adults.	Specialist support from outside agencies where needed	Reviewed annually/ plans put in place as soon as need arises.

Planning duty 3 - Information						
Target	Actions	Responsibility	Timescale	Outcome	Resources	Review
To create an accurate database of pupils, staff and parents/carers with identified disabilities	Use Arbor to create an up to date database of needs within school	Headteacher Business administrator SENDSCO	ongoing	Up to date database of needs available within school to enable accessibility for all.	Arbor training Time – for A & HT to update & check Arbor	Annual updates
Ensure that parents/carers who have a disability can receive information and reports by an alternative method	Seek the views of parents/ carers on preferred method of communication Ensure all information is made available in a suitable format in a reasonable time e.g translated into appropriate language, available in large print, key information & letters emailed to enable use of speaking email	Headteacher Business administrator	ongoing	All parents / carers have appropriate access to the information shared by the school. Specific arrangements made to meet identified needs	Specialist support from if needed Update Arbor	Annual updates

Reviewed and re- ratified by FGB	March 2021		
Next review date	March 2024	Headteacher	Chair of Governors