



CYFLAWNI **TEGWCH** A RHAGORIAETH
MEWN **ADDYSG** A **GWELL LLES** | BAWB

EQUITY AND **EXCELLENCE** IN **EDUCATION**
AND **ENHANCED WELLBEING** FOR ALL

Rhondda Cynon Taf CBC

Education and Inclusion Services Directorate

GELLI COMMUNITY PRIMARY SCHOOL
ACCESSIBILITY PLAN
3 YEAR PERIOD COVERED



Date of approval by the governing body: AUTUMN 2022
Date of annual review: AUTUMN 2023
Date of full review: AUTUMN 2025

GELLI COMMUNITY PRIMARY SCHOOL ACCESSIBILITY PLAN 2022-2025

C

Contents

Section	Content	Page Numbers
	Foreword	3
1.	Introduction	4
2.	Key Objective of the Accessibility Plan	4
3.	Legislation and Guidance	5
4.	Roles and Responsibilities	5-6
5.	Engagement	6-7
6.	Information from Pupil Data and School Audit	7
7.	Staff Professional Learning	7
8.	Publishing and Monitoring Outcomes	7
9.	Links with other Policies/Plans	8
10.	Strategic Leadership	8
Appendix 1	Accessibility Plan Improvement Priorities	9-13

Foreword

At **GELLI PRIMARY SCHOOL** we fully recognise our duties and responsibilities to eliminate discrimination and promote equality for all learners, employees, members of the school community and service users regardless of protected characteristics.

We fully support the requirements of the Equality Act (2010) and the need for protection from discrimination, harassment and victimisation of individuals with protected characteristics as set out in the 2010 Act.

Our Accessibility Plan has been informed by the views of our learners, parents/carers, staff, governors and wider community so that we ensure that it robustly addresses priorities for improvement and complements and supports the Equality Objectives set out in the school's Strategic Equality plan.

The Accessibility Plan shows how access is to be improved for pupils, staff and visitors to the school within a specified timeframe and anticipating the need to make reasonable adjustments to reduce and eliminate identified barriers to accessibility.

The school and governing body, will collect, analyse and publish information about our progress in achieving our improvement priorities as outlined in the Plan. These will be shared and published so that there is transparency and accountability. We will also aim to engage with our school community and wider partners to ensure that our Plan and the actions we take make a difference to the lives of individuals with disabilities in our school and to members of our school community.

Mrs C Flanary -Davies
HEADTEACHER

Mrs D Jouvenat
CHAIR OF GOVERNORS

Section 1: Introduction

Our school mission is aligned with the principles of the Equality Act (2010) and ensures that diversity is celebrated in our school.

The Future is in our hands

Our school aims to treat pupils and the whole school community fairly and with respect. This involves providing access and opportunities for all without discrimination of any kind. Our school promotes equality of opportunity for persons with a disability and, by promoting a positive ethos, aim to eliminate discrimination related to disability.

Schools are required under the Equality Act 2010 to have an Accessibility Plan.

The plan will be made available online on the school website, and paper copies are available upon request.

The school supports any available partnerships to develop and implement the plan. The Plan is subject to a rigorous monitoring and evaluation framework.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

Section 2: Key Objective of the Accessibility Plan

The purpose of the Accessibility Plan is to reduce and eliminate barriers to access the curriculum and to ensure full participation in the school community for pupils, prospective pupils, staff, volunteers and visitors with a disability.

The Accessibility Plan has been developed around three planning duties to identify improvement priorities relating to how our school will:

- ❑ Increase the extent to which disabled pupils can participate in the curriculum;
- ❑ Improve the physical environment of schools to increase the extent to which disabled pupils can take advantage of education and associated services;
- ❑ Improve communication with disabled pupils along with communicating to them information that is provided in writing for pupils who are not disabled, in appropriate alternative formats and taking account of any preferences expressed by them or their parents.

Section 3: Legislation and Guidance

The Accessibility Plan meets the requirements of Schedule 10 of the Equality Act 2010 which places a statutory duty upon schools to prepare an Accessibility Plan at least every three years.

The Equality Act defines an individual as disabled if they have:

- a) a **physical or mental** impairment, and
- b) the impairment has a **substantial and long-term** adverse effect on their ability to carry out normal day-to-day activities.

Under the Act, 'substantial' is defined as an adverse effect that is greater than having a minor impact and 'long-term' is defined as a year/12 months or more.

Schools have a duty to provide reasonable adjustments which will enable pupils with disabilities to participate fully in their education at school and enjoy the other benefits, facilities and services/activities that school provides alongside non-disabled peers.

Section 4: Roles and Responsibilities

GOVERNING BODIES

To ensure compliance with the Act, the governing body:

- ☐ ensures that the school publishes its three year accessibility plan;
- ☐ makes appropriate arrangements to monitor the plan's progress and effectiveness on at least an annual basis and issue a new plan on a rolling three-year basis;
- ☐ publishes information about the plan in the governors' annual report to parents;
- ☐ works in partnership with school leaders to complete the Accessibility Audit Tool for school and pre-school settings to inform the Accessibility Plan;
- ☐ undertakes regular training in disability equality issues and inclusion.

In order to meet its reporting responsibility, the governing body reports on the progress of the Accessibility Plan annually, as part of its Annual Report to Parents/Carers.

SENIOR LEADERSHIP TEAM

Senior Leaders in our school promote accessibility and eliminate discrimination by undertaking a cycle of development, implementation and review of their accessibility plan as follows:

- ❑ Auditing/Reviewing the outcomes of previous plans and completing an Accessibility Audit Tool to identify barriers to accessibility.
- ❑ Consulting with a range of stakeholders.
- ❑ Ensuring that the plan clearly identifies the school's short, medium and long-term desired outcomes and improvement priorities with clear implementation arrangements and timescales.
- ❑ Set specific and measurable targets/goals with clear timescales for evaluation.
- ❑ Implementing the accessibility plan and allocating adequate resources to support its implementation.
- ❑ Ensuring that a framework is in place, with an annual review of the plan in consultation with stakeholders to evaluate its success.
- ❑ Ensuring that all staff are aware of the Accessibility Plan, receive regular training in disability equality issues and inclusion and promote equality of access and opportunity for disabled learners.

Section 5: Engagement

The **Gelli Primary School** Accessibility Plan has been developed through consultation with pupils, parents/carers, staff, governors and other relevant stakeholder that contribute to the whole school community.

An extensive range of different engagement activities have been undertaken to inform strategic plans. These include:

- ❑ An analysis of the survey responses or focus groups feedback on equality issues from a range of stakeholders including learners, parents/carers, staff, governors and the wider community. Some consideration was given to the analysing information according to protected characteristics to inform strategic planning;
- ❑ Learner voice activities and school council feedback;
- ❑ An analysis of school complaints;
- ❑ Feedback provided from parental consultation events and workshops;
- ❑ Feedback from annual review processes; and
- ❑ Outcomes from community cohesion events and activities.

When consulting, important consideration has been given to the most effective and reliable means of gathering information. Interpretation facilities have been put in place for those for whom English is an additional language or are newly arrived in

this country. Modified materials and accessible formats have also been used to ensure accessibility for those with disabilities or ALN.

Section 6: Information from Pupil Data and School Audit

To inform the preparation of our Accessibility Plan, we have undertaken a review of the progress made in relation to the improvement priorities and actions identified in our previous accessibility plan. In addition, we have used the RCT Accessibility Audit Tool to identify remaining barriers to accessibility and to inform specific and measurable actions we can take to address them.

The school's self-evaluation and school improvement planning processes have also informed the Plan and include analysis of pupil data where relevant

Section 7: Staff Professional Learning

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues. Specific training needs in this area are identified and addressed during the performance management process. This is routinely undertaken on an annual basis and outcomes contribute to our professional learning plans in the school.

Section 8: Publishing and Monitoring Outcomes

The school provides a report detailing the Accessibility Plan and its evaluation of it to the governing body on an annual basis. Information is also detailed in the Governors' Annual Report to Parents/Carers. The Plan and its evaluation is shared with parents/carers.

The Accessibility Plan is monitored by the governing body. The local authority may request a copy of the Plan at any time.

Please see Appendix 1 for the improvement priorities and associated actions that our school has identified in our Accessibility Plan.

Section 9: Links with other Policies/Plans

The Accessibility plan is linked to the following documents and policies:

- Strategic Equality Plan
- ALN Policy
- Supporting pupils with Healthcare needs Policy
- Curriculum Policy
- Health and Safety Policy
- Anti-bullying Policy.

Section 10: Strategic Leadership

The lead for the Accessibility Plan in **Gelli Primary School** is Mrs Carol Flanary
Davies

Further information can also be provided by the Headteacher if required.

**GELLI COMMUNITY PRIMARY
SCHOOL
ACCESSIBILITY PLAN FOR 2022-2025**

Date of Issue: Autumn 2022
First review of the Accessibility Plan: Autumn 2023
Final Review of the Accessibility Plan: Autumn 2025

Improvement Priority 1: Improving access to the curriculum							
Outcome	Action to ensure outcome	Person responsible	Long, medium or short-term	Completion date	Costings & resources	Monitoring & evidence	Impact statement/ evaluation
All children have full access to intra and external curricula	Individual risk assessments and ratios developed to ensure all children can access school trips School support staff have access to relevant training to ensure all children are supported within and outside of the curriculum and the child's needs are met	ALNCO/HT EVC co-ordinator	Short term, reviewed termly	Start of every academic term	Training costs Supply costs to allow staff to access training Additional OT hours if needed to support trips/extra curricula activities	Evolve Trip risk assessments Training records and notes	All children can access intra and extra curricula activities All relevant risk assessments are shared with every member of staff and all staff are clear of their roles and responsibilities Evolve procedures followed and evident

	Staff to liaise with external providers re: accessibility and gain a copy of the external providers risk assessment.						
Review PE curriculum to ensure PE accessible to all	a) Gather information in accessible PE and Disability Sports b) Seek disabled sports people to come into school c) Review PE curriculum to include disability sports d. Continue to work with external providers such as Cardiff City who are able to provide activities for children with disabilities. e) seek advice from external agencies to ensure pupils with medical needs are supported appropriately	H and W AoLE lead ALNCO	Short term-reviewed for each new activity within the PE curriculum	Ongoing	As and when required	Planning documents Review of equipment documents Records of visits from external providers Training records if appropriate	All pupils access the PE curriculum and to have the opportunity to enjoy and excel

Ensure all staff are aware of guidance on accessible formats	a) guidance to staff on dyslexia and accessible information b) Quality teaching first document help identify appropriate strategies for additional needs	All staff	Ongoing	Ongoing	Rerprgraphic costs Costs to use Seesaw		Staff produce their own formats including/written/video etc to meet the needs of their learners and ensure information is accessible
--	---	-----------	---------	---------	---	--	--

Improvement Priority 2: Improving access to the school site/physical environment							
Outcome	Action to ensure outcome	Person responsible	Long, medium or short-term	Completion date	Costings & resources	Monitoring & evidence	Impact statement/ evaluation
Improve access to the Big Bocs Bwyd by the community	To apply for a grant via RCT to improve community access to a community resources sited in the school	FEP/HT/LA	Grant application by Nov 30 th 2022	Timeline discussed if the grant is successful	Unknown	Record of application	Improved access and safety for the whole community
To create access plans	IDPS and access plans reflect and cater for individual needs of any visitor or stakeholder	ALNCO/HT	Short term, reviewed yearly as the children move class	Sep of every academic year	As and when needed in consultation with the LA	IDP and Peeps kept in Google Drive for each child	Children and any other stakeholders have full access to the building Access issues do not influence recruitment and retention
To ensure the site is accessible and aware of the needs of disabled children, staff, governors and carers	Continuing and ongoing cyclical monitoring of the building and site for any H and S issues	H and S team of the GB	Ongoing	Ongoing	As and when required	H and S committee meeting notes	Site is well managed and accessible for all
Ensure all disabled pupils can be safely evacuated and that fire escapes routes are accessible for all	All entry and exit doors are flat and have no steps Staff are aware of exit routes with widened doors for wheelchair access if needed PEEPS (personal	H and S committee of the GB and Site manager conduct regular checks (Caretaker weekly) GB termly to ensure fire	Short term - termly actions and reviews	Termly	As and when needed- resourcing discussed with external agencies and LA when needed	PEEP H and S committee meeting minute notes Records and times of fire drills and evacuations	Continued accessibility and safety for all

	Emergency Evacuation Plans) are written for any child with a mobility or communication issue which would mean they would find evacuation difficult or distressing.	routes are safe, emergency lighting works correctly etc. HT and Caretaker-termly fire alarm drills ALNCO/Staff working with the child-regular review of PEEP					
--	--	---	--	--	--	--	--

Improvement Priority 3: Improving access to information							
Outcome	Action to ensure outcome	Person responsible	Long, medium or short-term	Completion date	Costings & resources	Monitoring & evidence	Impact statement/ evaluation
Inclusive discussion of access to information in all annual reviews	Ask parents/ carers and pupils about access to information about preferred formats in all reviews Person centered approaches used in all statement annual reviews which includes the views of all	All staff	Ongoing	Ongoing	Release of staff to attend annual reviews and PCP meetings	Records of annual reviews/PCP meetings	Staff more aware of pupils preferred methods of communication
Consider accessibility to all when giving information	- Minimal text if possible - Font size, text colour and format will be considered in communication. A minimum of Ariel font 12 will be used for all	All staff	Ongoing	Ongoing	Cost of using Seesaw Cost of reproducing/enlarging material	Records informal and formal of family requests for different formats Seesaw	All stakeholders feel valued and informed

	documents. Enlarged copies of all documents will be available on request • If a large amount of text, use a video format to explain more easily and make sure everyone can understand • Follow up phone class if a parent has a difficulty accessing text • Offer support sessions if needed						
--	---	--	--	--	--	--	--