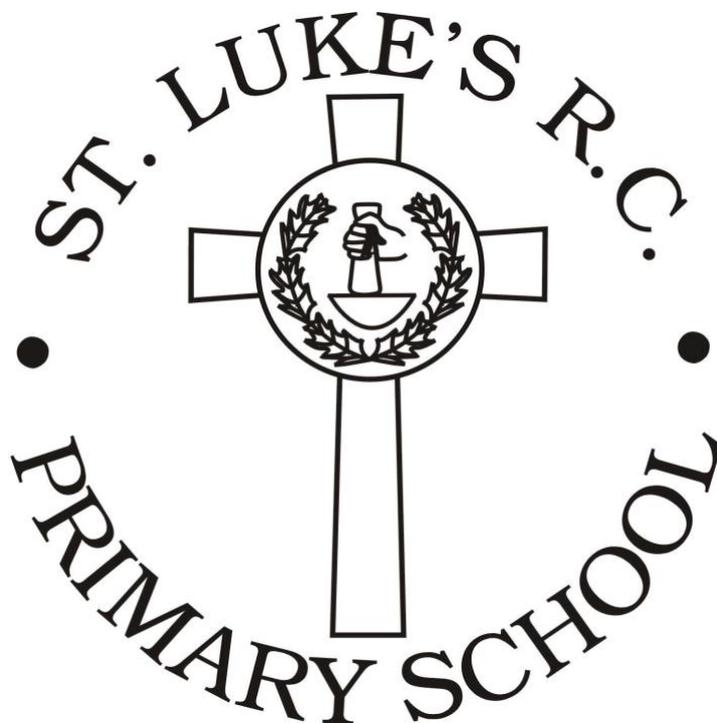


# St. Luke's Roman Catholic Primary School



## **Equality and Disability Policy (Accessibility Policy)**

September 2018

Agreed by staff on September 2018

Approved by the Governing Body on

Signed: ..... Headteacher

Signed: ..... Chair of Governors

# St. Luke's Roman Catholic Primary School

## Equality and Disability Policy

September 2018

At St. Luke's we are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their age, education, physical, sensory, social, spiritual, emotional and cultural needs.

We are committed to living by Christ's example by challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

We have high expectations of all pupils.

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Act 2005 and Equality Act 2010.

St Luke's RC Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between pupils with different backgrounds, genders, faith, abilities and ethnic origins.

We are committed to taking positive action in light of the Equality Act, 2010, with regard to disability. We are a very welcoming, inclusive school and are eager to promote a culture of support and awareness within the school.

The Equality Act, 2010, defines disability as when a person has a *'physical or mental impairment which has a substantial and long term effect on that person's ability to carry out normal day to day activities'*.

Some specific medical conditions are also considered as disabilities.

At St. Luke's:

- We will continue to make reasonable adjustments to avoid disabled people being placed at a disadvantage.
- We recognised the need to make changes to our practices to ensure, as far as reasonably possible, that a disabled person can benefit from what we offer to the same extent as a person without a disability.

- We recognise the need to treat a disabled person more favourably in order to ensure that they are able to access what we offer to the same extent as a person without a disability.
- We do not discriminate against a disabled pupil, with regard to admissions, simply because that pupil is disabled and this is reflected in our Admissions Policy. \*\*
- We will provide auxiliary aids or services for a disabled pupil, when it is reasonable to do so, to ensure that the pupil is not at a disadvantage in comparison to a non-disabled pupil.

St. Luke's has drawn up an accessibility plan, which will be published on the school's website and which has the following main aims:

- To increase the extent to which disabled pupils can participate in the curriculum.
- To improve the physical environment of St. Luke's to enable disabled pupils to take better advantage of education, facilities and services provided.
- To improve the availability of accessible information to disabled pupils.

St. Luke's will review its accessibility plan at least every three years.

### **Participation in the Curriculum**

At St. Luke's all pupils have access to a full, broad and balanced curriculum rooted in the Catholic faith. We are committed to overcoming potential barriers to learning for pupils with a disability.

St. Luke's provides resources, auxiliary aids and equipment and support to ensure that pupils are fully able to access the curriculum.

Classroom organisation also contributes to accessibility.

Pupils with a disability are able to fully participate in out of school visits, after-school clubs and cultural activities.

St. Luke's also seeks and follows advice on the provision of resources, aids and support from the Local Authority support services, such as specialist teachers, advisors and health professionals.

Support staff are deployed according to individual pupil's needs.

Training is given to teachers and teaching assistants to teach and support pupils with a disability.

## **Physical Environment of St.Luke's School**

St. Luke's school was originally built in 1938. The building has changed and improved over time, with added classrooms and refurbishment.

### **Entrance**

Entrance to St. Luke's is via a ramp through two sets of double doors, which are protected by key pad security. The buzzer to gain entry is easily accessible for all visitors. The office staff are on hand to assist disabled visitors.

### **Early Years**

At the time of writing this policy, the Early Years Unit is all on one level with good disabled access to all areas for both indoor and outdoor learning.

### **Key Stage One**

Key Stage One is joined directly on to the Early Years Unit and can be accessed internally from Early Years through double doors. Key Stage One was totally refurbished in 2009 and comprises of four classrooms. Access from the school playground is via ramps and there is direct access outside from each classroom via French windows onto decking and a grassed area. There is a wide corridor providing good disabled access to all areas. There is a disabled toilet within the toilet facilities in Key Stage One.

### **Key Stage Two**

Key Stage Two comprises of six classrooms. Four rooms are in the oldest part of the school and the remaining two classrooms are currently in a separate temporary building, situated at the end of the school playground. All the Key Stage Two classrooms have access from the playground via a ramp. The corridor where classes 9N, 9W, 8 and 7 are situated is narrower than in Key Stage One, and because of the natural slope in the school site, there is a flight of 8 stairs between class 7 and 8.

The disabled toilet for key stage two is located on the main corridor next to the female toilet.

### **Written and Other Information**

All school publications such as school brochures, school newsletters and other information for parents/carers will be made available in different formats, including alternative languages for those that require it.

We will continue to improve access to written material on screen and printed for any visually impaired member of the school community.

**ST LUKE'S RC PRIMARY SCHOOL**

**EQUALITY OBJECTIVES**

**2018 – 2021**

- To continue to monitor and analyse pupil achievement by race, gender, disability and act upon any trends or patterns in this data that require additional support for pupils.
- To continue to raise levels of attainment in core subjects for vulnerable learners.
- To continue to monitor and support attendance for all groups of children in school
- To ensure that the school environment is accessible to pupils staff and visitors.

Linked policy documents

- SEN Policy
- Admissions Policy

Agreed by staff on:

Approved by the Governing Body October 2016

Signed ..... Headteacher

Signed ..... Chair of Governors