



Lickey Hills Primary School and Nursery

Disability Equality Scheme & Accessibility Plan 2018 - 2021

The purpose of a Disability Equality Scheme is to explain how we will make sure that we promote equality for disabled people and challenge discrimination against them. The school recognises its duty under the Equality Act 2010 where disability is identified as one of the protected characteristics. The Act provides a single, consolidated source of discrimination law, covering all the types of discrimination that are lawful. It covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees and members of the community. Everything a school does must be fair and non-discriminatory and not put individuals or groups of people at a disadvantage. The overriding principle of equality legislation is generally one of equal treatment, however, the provisions relating to disability discrimination are different in that schools may, and often must, treat a disabled person more favourably than a person who is not disabled and may have to make changes to practices to ensure, as far as is reasonably possible, that a disabled person can benefit to the same extent that a person without that disability can.

Introduction and Aims

At Lickey Hills Primary School and Nursery we are committed to ensuring equal treatment of all its stakeholders - pupils, staff, parents and visitors, regardless of their education, physical, sensory, social, emotional and cultural needs. We are committed to challenging negative attitude about disability and accessibility and to develop a culture of awareness, tolerance and respect. It is our aim to reduce or, wherever possible, eliminate barriers to the curriculum, fuller aspects of school life and the school environment for pupils, prospective pupils, staff, parents and disabled visitors.

The Accessibility Plan is updated annually and has recently been drawn up to cover a three year period. The plan will contain actions to:

- Improve access to the physical environment of the school sites. We will make reasonable adjustments to the physical environment of the school and will purchase/provide physical aids to enable stakeholders to access education.
- Increase access to the curriculum for pupils with a disability, ensuring that pupils with a disability are as equally prepared for life as are the able-bodied. This covers the teaching and learning and the wider curriculum of the school such as participation in after-school clubs and educational visits. It also covers the provision of specialist aids and equipment, which may assist these pupils when to access the curriculum.
- Improve and make reasonable adjustments to the delivery of written information to all stakeholders with disabilities. This information will be available in different formats within a reasonable time frame.



Lickey Hills Primary School and Nursery

- The Action Plan for physical accessibility is related to a regular Access Audit of the school. It might not be feasible to undertake some of the work identified during the three year period of the plan; some actions may be carried over into the development of a new plan.
- The plan will be monitored by the school governors and by OFSTED as part of their inspection visits.
- The school acknowledges the need for on-going awareness raising and staff training on disability discrimination. Disability and Special Educational Needs Some children who are assessed as having SEND will also be defined as having a disability under the 2010 Equality Act. Not all children who are defined as disabled will have SEND, similarly not all children with SEND will be defined as disabled.

A person has a disability if he/she has a physical or mental impairment that is:

- Substantial
- Long term
- Has an adverse effect on his/her ability to carry out normal every day activities Principles }

Compliance with the legislation mentioned above is consistent with the schools aims, Equal Opportunities Policy and SEND (Special Educational Needs and Disabilities) Policy. }

Our Admissions Policy does not discriminate against disabled children excluding them for a reason relating to their impairment.

When recruiting staff, disabled applicants will not be discriminated against.

We recognise and value parents' and carers' knowledge of their child's disability and will work in partnership with them, consulting with them where appropriate.

We provide a broad, balanced, creative curriculum, which is differentiated to meet the needs of all pupils, ensuring that we overcome potential barriers to learning and assessment for individuals and groups of pupils and that all staff are fully aware of the procedures for teaching and supporting pupils with disabilities.

Gathering Information

Information about the needs of disabled people will be gathered through:

Pupil admission information

SIMS data



Lickey Hills Primary School and Nursery

SEN reviews/Education, Health and Care Plans

Discussions with relevant medical professionals and other support agencies.

Achievements of disabled pupils will be gathered through:

Data analysis

Pupil reports

Reward Assemblies

Information is also gathered as part of the school's self-assessment process and Assessment for learning strategies and is used to inform future planning.

Information from School Audit of Pupil Data

443 pupils on roll at January 2018

68 pupils are on the SEND register from Nursery, EYFS to Year 6 (15% of the school cohort)

18 of these pupils attend the language resource base

12 pupils have an EHCP (4 mainstream, 8 language base)

50 pupils are SEN support

SEND children in school have the following diagnosis by first category:

ADHD, Autistic Spectrum Disorder, Epilepsy, Global Development Delay, Visual Impairment, Speech and Language disorder, 22q deletion syndrome, Tourette's, hypo mobility, dyspraxia.

This list will be updated annually the school SENDCo.

Disability Accessibility Plan Statement of Intent

This plan outlines the proposals of the governing body to ensure the best possible access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

1. Increasing the extent to which pupils with disabilities can participate in the school curriculum;
2. Improving the environment if the school was to increase the extent to which pupils with disabilities can take advantage of education and associated services
3. Improving information delivery to pupils with disabilities.

The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities



Lickey Hills Primary School and Nursery

- Ensure that employees with disabilities are supported with special provision 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 resources, implemented, reviewed and revised in consultation with the:
 - Parents of pupils
 - Employees
 - Governors
 - External partners

Agreed by Governors - January 2018