

ACCESSIBILITY POLICY

MAY 2016 – APRIL 2019

The Governing Body is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. We are committed to equal opportunities and the promotion of non-discriminatory practices in all aspects of work undertaken in Cambridge Nursery Schools.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people. We expect and require all members of the school community to share this commitment.

This Accessibility Policy has been drawn up in consultation with the Local Authority, pupils, parents, staff and governors of the school and covers the period May 2016 – April 2019

Introduction

The Equality Act 2010 requires Governing Bodies to prepare an Accessibility Policy, which they must implement, review and report on over a prescribed period. The Disability Discrimination Act 1995 (DDA) was extended by The SEN and Disability ACT 2001 to cover education. The Governing Body of Cambridge Nursery Schools recognises the following key duties which were placed upon them under Part 4 of the DDA:

- not to treat disabled pupils less favourably for a reason related to their disability;
- to make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
- to plan to make reasonable adjustments to the school buildings to increase access to education for disabled pupils.

The Governing Body is required by the DDA to set out its proposals to plan to increase access to education for disabled pupils in the following three areas:

- to increase the extent to which disabled pupils can participate in the school curriculum;
- to improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- to improve the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

It is a requirement of the school that this Accessibility Policy is resourced, implemented, reviewed and revised as necessary and reported on annually. A set of Action Plans, outlining the Governing Body's identified priorities and its proposals to address these are attached. The Governing Body must have regard to the need to allocate adequate resources to implement its plan.

Definition of Disability (DDA, 1995)

"A person has a disability if he or she has a physical or mental impairment that has a substantial long-term adverse effect on his or her ability to carry out day to day activities."

Identified Priorities

Cambridge Nursery Schools plans, over time, to increase the accessibility of provision for all pupils, staff and visitors to the school. This Accessibility Policy, through the attached Action Plans, sets out how the school proposes to meet the following required aims:

1. Curriculum

See Action Plan 1. The school aims to improve access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as those who do not have a disability. (Failure to do this will be in breach of the DDA and Equality Act.) This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist auxiliary aids and equipment, which may assist this pupils in accessing the curriculum.

2. Physical Environment

See Action Plan 2. The school aims to improve access to the physical environment, adding specialist facilities as necessary. This covers improvements to the physical environment of the school and physical aids to access education.

3 Written Information

See Action Plan 3. The school aims to improve the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, visual time-tables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.

Implementation and Monitoring

Action Plans will form part of the School Development Plan and will be monitored, reviewed and adjusted on an ongoing basis. The updates will be presented to the Management and Resources Committee as required but at least annually.

The Accessibility Policy and Action Plans will be monitored through the Management and Resources Committee and Curriculum and Standards Committee of the Governing Body. The reviewed policy will be presented to the full governing body every three years.

The Accessibility Policy and Plans are covered by the school's Complaints Procedure.

The Action Plan for physical accessibility will include the Access Audit undertaken by the Local Authority.

Publication

Reference to the Accessibility Policy will be made in:

- The School Brochure
- The School Website

Copies of the Accessibility Policy are available from the school office and on the school website.

Date of Governing Body Approval: May 2016

Review Date: May 2019