



Accessibility Policy and Accessibility Plan

2023 – 2026

Knaphill Federation of Schools	
Policy: Accessibility Policy and Accessibility Plan	
Policy Originator: Z Purulak, J Milne and L Tolley (SENCOs)	Last reviewed: November 2023
Status: Statutory	Next review Date: November 2026

Introduction

This Accessibility Policy and Plan are drawn based on information supplied by the Local Authority and in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The Governing Board are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period

The Knaphill Federation of Schools are aware that we have a general duty under the Equality Act 2010 to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

Our Accessibility Policy supports the schools' Equality Policy and outlines how we will fulfil this duty, including a set of specific, measurable, achievable, realistic and time bonded targets in the form of an action plan.

School's Duty

The Governing Board has a duty to:

- Promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the schools or may wish to.
- Produce and publish a Disability and Equality Policy and Accessibility Plan to show how they will meet these duties.

The Governing Board is required to plan to increase access to education for disabled pupils in three ways, by:

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

Aims and Values in relation to equality of provision

The Knaphill Federation of Schools are committed to ensuring equality of education and opportunities for staff, pupils and all those receiving services from the school, irrespective of disability. The achievement of all pupils and students will be monitored on the basis of disability and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation, which will enable them to fulfil their potential, regardless of disability. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation.

- The Knaphill Federation of Schools believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- The Knaphill Federation of Schools aims to identify and remove barriers to disabled pupils in every area of school life.
- The Knaphill Federation of Schools have high ambitions for its disabled pupils and expects them to participate in all aspects of school life.

- The Knaphill Federation of Schools are committed to equal opportunities as driven by the National Curriculum Inclusion Statement. Therefore, the schools:
 - Set suitable learning challenges.
 - Respond to pupils' diverse learning needs.
 - Overcome potential barriers to learning and assessment for individuals and groups of pupils.
- The Knaphill Federation of Schools work actively to promote equality and foster positive attitudes and commitment to an education for equality.

Roles and Responsibilities

- The Accessibility Policy and Plan link to other specific policies and action plans that the schools produce including our Equality Policy and the School Development Plan.
- The Accessibility Policy and Plan outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting disability and equality and raising the achievement of disabled pupils is the responsibility of the whole school staff.
- The Governing Board will ensure equality of opportunity for all staff and pupils in school. This will include monitoring recruitment, retention and continuing professional development for disabled and non-disabled staff, monitoring academic and social standards for all pupils. The Governing Board will ensure that the Action Plan is reviewed and updated as required.
- The Headteacher and Senior Leadership Teams (SLT) of both Knaphill Lower School and Knaphill Junior School will monitor, through SLT meetings, the progress of children with disabilities. They will also consider the impact of policies and procedures on these children and their social interaction with other children. They will lead progress on actions in the Action Plan.
- All staff will be familiar with this scheme and ensure that they provide equal access and opportunity for pupils they teach or support.
- Pupils will treat all people with respect and fairness, without discriminating against them or harassing them.
- Parents and carers will support the school in identifying the needs of disabled pupils or their own needs in relation to this scheme.

Defining Disability

The disability discrimination duties and the planning duties are owed to all pupils who are defined by the Disability Discrimination Act (DDA) as being disabled. The DDA defines a disabled person as someone who has:

'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'

Identifying the main school priorities and deciding on actions

The Knaphill Federation of School's aims and vision are positive and inclusive concerning any person with disability or special educational need. Everyone is encouraged to look for the positive in everyone they meet and work with. This is taught in PSHE lessons and reinforced through assemblies. Discrimination and harassment is not accepted in school.

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Action Plan A – Improving Curriculum and Extended School Access at The Knaphill Federation of Schools. All of the targets are immediate and on-going and therefore no target dates have been set.

Target	Action	By Whom	Success Criteria	Monitoring
Appropriate differentiation in planning for children with SEND to ensure progress	SENCOs to monitor quality of differentiation and provision for all SEND pupils.	SENCOs Assessments Leaders Assessment Leader	All pupils make appropriate progress	SENCOs, SLTs
Classrooms are organised to promote the participation and independence of all pupils.	Class teachers to ensure that lessons are planned to meet the needs of all pupils in their class and layout of rooms allows access to all areas for all pupils, e.g. bookshelf height.	SENCOs YTLs SLTs	Learning is accessible to all pupils	SENCOs, SLTs
Ensure that all school trips & residential visits are accessible for all pupils, including those with SEND.	Thorough planning. Advance visits. EVOLVE Form and Risk assessments.	Visit Leaders SENCOs	School trips & residential visits are accessible for all pupils	Headteachers SENCOs
Ensure that after-school clubs are accessible for all pupils.	Ensure access is available for all pupils including those with SEND. Provide adult support if necessary. Make physical adaptations as required.	Club leaders Extended Schools Leaders	After-school clubs are accessible to all pupils	Extended Schools Leaders
Ensure the curriculum is fully accessible to all pupils with any type of special educational need or disability.	Consider alternative communication systems where appropriate. Consider the way in which information is presented to pupils. Consider how pupils can communicate their ideas.	Subject leaders	The curriculum is fully accessible for all pupils	SLTs SENCOs YTLs
Ensure that no member of staff or pupil is harassed or bullied on grounds of their disability or learning need impairment.	Training as required for all staff. Raised awareness for stakeholders.	All staff	No person experiences harassment or bullying on grounds of their disability or learning need.	Headteachers Governing Board

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Action Plan B – access improvements required at Knaphill Junior School. Access Audit was carried out by the Headteacher, SENCO and Premises Manager in November 2023. Recommendations are made with reference to this.

Issue	Action	By Whom	By when and cost	Success Criteria	Monitoring
No Disabled parking available	Staff car park to be adapted to allow for a Disabled parking space, ensuring that space is wide enough to enable cars parked in disabled bay to be fully opened to allow disabled drivers and passengers to transfer to a wheelchair parked alongside.	External contractor	September 2024 (Approx £700)	Car park fully accessible to all users.	Premises Manager
Disabled toilets in Year 3 block do not have a back rest. Purchase and fit backrests. Finance Assistant / Caretaker As soon as possible Approx cost £200 Disabled toilets fully accessible to all users. Premises Manager	Purchase and fit backrests.	Finance Assistant / Caretaker	As soon as possible Approx cost £200	Disabled toilets fully accessible to all users.	Premises Manager
Main reception area first internal door is difficult to open from a seated position or for users with some physical disabilities.	Ensure reception staff manually open the door where appropriate for both entry and exit.	Reception Staff	Immediate & on-going. No cost.	All users able to enter and exit building easily.	Premises Manager
Pupil who uses a wheelchair starting in September 2024.	Invite Physical and Sensory support to do a site visit to point out where ramps and other resources are needed to ensure pupil can access all areas of school required (including classroom, hall, toilet, trim trail).	SENCO, premises manager and Headteacher	September 2024 (Cost unknown until site visit conducted)	New student with wheelchair is able to access	Premises Manager

	Consider implications of Year 4 and Year 5 classrooms currently being upstairs.				
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Action Plan C – access improvements required at Knaphill Lower School. Access Audit was carried out by the Headteacher, SENCO and Premises Manager in November 2023. Recommendations are made with reference to this.

Target	Strategy	Outcome	Timeframe	Achievement