

# AUSTHORPE PRIMARY SCHOOL



## Accessibility and Disability Inclusion Policy 2025

# Accessibility and Disability Inclusion Policy

## Introduction

Austhorpe Primary School is committed to promoting equality, diversity, and inclusion for all pupils, staff, parents, and visitors. We ensure that individuals with disabilities are not treated less favourably and have full access to education, facilities, and opportunities. We firmly believe that “Every Child Matters”. The school will not tolerate harassment of any person whether a disabled person with any form of impairment or a pupil who is a carer of disabled parents. This policy aligns with the Equality Act 2010, the SEND Code of Practice (2015), and the Public Sector Equality Duty.

## Definition of Disability

Under the Equality Act 2010, a disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities. This includes sensory impairments, learning disabilities, and long-term health conditions such as diabetes, epilepsy, HIV, cancer, or multiple sclerosis.

## Our Duties

We will actively seek to:

- Promote equality of opportunity between disabled and non-disabled persons.
- Eliminate discrimination and harassment related to disability.
- Foster positive attitudes towards disabled persons.
- Encourage participation in school life.
- Make reasonable adjustments to meet individual needs.

## How We Meet These Duties

The school maintains an Accessibility Plan as part of its strategic planning. We consult with pupils, parents, staff, and governors to ensure our approach is inclusive and effective. Reasonable adjustments are made on an individual basis, considering practicality, financial implications, and the best interests of the child.

## Reasonable Adjustments

Under the Equality Act 2010, schools have a legal duty to make reasonable adjustments so that pupils and other users with disabilities are not placed at a substantial disadvantage compared to their non-disabled peers. These adjustments ensure equal access to the curriculum, information, and the physical environment.

Austhorpe Primary School is committed to:

- Providing disabled pupils with the same opportunities to learn, participate, and thrive as their peers.
- Considering the needs of both current and prospective pupils when planning improvements to facilities and provision.

Our main strategies for implementing reasonable adjustments are outlined in the Accessibility Plan. In addition, adjustments are made on an individual basis, in collaboration with pupils, parents, and relevant professionals.

When determining whether an adjustment is reasonable, we consider:

- The extent to which the adjustment removes or reduces the disadvantage.
- Practicality and effectiveness of the adjustment.
- Availability of financial and other resources.
- The financial impact on the school.
- The size and nature of the school.

Success in making reasonable adjustments is demonstrated when:

- Disabled pupils can participate fully in classroom learning and wider school life.
- Pupils feel included and valued by their peers.
- Parents feel their child is fully integrated into school life.
- Staff are confident and competent in supporting pupils with disabilities.

## Evidence of Promoting Disability Equality

In line with the Equality Act 2010 and the SEND Code of Practice (2015), the school actively promotes disability equality through practical actions and collaboration.

For example:

- When a physically disabled pupil joined the school, we worked closely with parents, occupational therapists, physiotherapists, specialist consultants, and the specialist teaching team. This partnership enabled us to audit the premises, identify necessary adaptations, and implement changes to classrooms, dining areas, and learning resources. Staff also received targeted training to ensure inclusive practice.
- In response to community needs, we installed enhanced security lighting to improve safe access for evening users and addressed specific requests from staff, such as improved lighting for outdoor areas.

These actions reflect our commitment to creating an inclusive environment where all individuals can participate fully and safely.

## Legal References

This policy complies with:

- Equality Act 2010
- SEND Code of Practice (2015)
- Children and Families Act 2014
- Public Sector Equality Duty
- Data Protection Act 2018 (GDPR)

## Monitoring and Review

The policy will be reviewed every three years, or sooner if legislation changes or significant circumstances arise. Data on pupil achievement, participation, and consultation will be collected to monitor impact.

## Head Teacher Statement

As a school, we are committed to ensuring that every child at Austhorpe Primary School has equal access to education and opportunities. This policy reflects our dedication to inclusion and respect for diversity.

Signed: Amanda Lightfoot

Date: 27/11/25

Ratified by governing body.