



Straits Primary School

Equalities Objectives and Accessibility Plan 2024-2028

Statement of intent

This plan should be read in conjunction with the **School Development Plan** and outlines the proposals of the governing body of **Straits Primary School** to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- **Increase access to the curriculum**, by embedding inclusive practices in the classroom to help remove barriers to learning.
- **Improve the physical environment of the school**, for example by the use of ramps, handrails, adapting doors and emergency exits, toilets and washing facilities and the use of physical aids to help pupils gain access to education (such as custom built furniture, sound field systems and ICT equipment).
- **Improve the delivery of information** that is provided in writing, for example, by providing alternative formats, such as large print, alternative languages, Braille and audio tapes and CDs, signing systems and communication aids to be used in response to individual pupil profiles, taking advice from La specialist services.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

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.
- Provide appropriate support and provision for employees with disabilities 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 resourced, implemented, reviewed and revised regularly in consultation with:

- parents/carers and pupils
- The headteacher and other relevant members of staff
- Governors
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

Objectives

Schools are free to choose the objectives that best suit their individual circumstances and contribute to the welfare of their pupils and the school community. Objectives are not intended to be burdensome or a 'tick box' exercise, but they do need to be specific and measurable. They should be used as a tool to help improve the school experience of a range of different pupils. A school should set as many objectives as it believes are appropriate to its size and circumstances; the objectives should fit the school's needs and should be achievable.

Key Objective: To ensure the school is accessible to all members of our community (pupils, staff, parents, visitors).

Protected Characteristic: disability

Intent	Key Persons	Time	Resources	Actions	Outcomes
To ensure the physical environment of the school is accessible for all.	Site Manager Head teacher Buildings C'tee	Premises review – Spring 25	To be completed following review Premises budget	Audit of physical environment External: playgrounds, access to main building – pathways around school, Annex block, main gate, field. Internal: moving around school (corridors), through doorways, access to emergency exits, changing facilities, toilets	An established annual review of the site and all works actioned to address accessibility issues rising from review. Feedback details the site is accessible to all members of the community.
To ensure that there is adequate toilet and washing facilities for disabled pupils.	Site Manager Head teacher Buildings C'tee	Summer 2025	Premises Budget / Devolved Capital	Liaison with LA representatives (Kim Fisher/ Rose Painter) to review current facilities – location, accessibility, suitability, adequacy. Obtain quotes for works and plan program of improvement.	All works actioned and feedback details the site is accessible to all members of the community with adequate facilities for disabled pupils and adults.

Key Objective: To promote cultural development and understanding through a rich range of experiences both in and beyond the school and tackle prejudice and promote understanding in relation to people with disabilities.

Protected Characteristics: disability, religion or belief

Intent	Key Persons	Time	Resources	Implementation	Impact
To promote understanding and tolerance in relation to people with disabilities.	Staff: PF/DW (all staff) Curriculum Committee	From Autumn 24	Guest speakers	• Reflect on current provision and evaluate how we currently promote pupils' understanding of disability. • Continue to promote our school pathways - especially tolerance, collaboration and respect. • Raise awareness through school assemblies and the curriculum – recognise national days, events (Paralympics), discussion, charity	Experiences both in and beyond the curriculum address any pupil prejudice and promote understanding and tolerance in relation to people with disabilities.

				events, PSHEC, pupil talks e.g. diabetes Encourage and promote disabled visitors in school (Para-Olympians, VI/HI team)	
To promote cultural development and understanding through a rich range of experiences both in and beyond the school and tackle prejudice.	Staff: SH/DW/PF (all staff) Curriculum Committee	From Autumn 24	£1000 annually (trips to places of worship)	- Reflect on current provision and evaluate how we currently promote pupils' understanding of different cultures and beliefs. - Continue to promote our school pathways - especially tolerance, collaboration and respect. - Raise awareness through school assemblies and the curriculum: recognise religious festivals, celebrations and events; continue to develop the new agreed syllabus for R.E - promote discussion. - Continue to develop our programme of visits to a range of different places of worship. - Promote and celebrate diversity through assemblies and curriculum events.	Experiences both in and beyond the curriculum address any pupil prejudice and promote understanding and tolerance in relation to people with different beliefs, cultures or religions.

Key Objective: To ensure the curriculum meets the needs of all groups of learners with a specific focus on SEND.

Protected Characteristics: SEND

Intent	Key Persons	Time	Resources	Actions	Impact
To develop adaptive teaching approaches so that pupils with SEND make good personal progress. (staff training: adaptive teaching, SPLD, ASD, Dyslexia, sensory classrooms)	PF DW EV	From January 24	Training costs £1000 per annum	- SLT to review training needs and identify training opportunities for staff – plan a training schedule for year. - SLT to visit other settings to review practice and reflect on our own setting. - EV to attend training sessions and deliver in house training (e.g. sensory classroom) - DW/EV to lead in house training on adaptive teaching. - EV/PF/DW to source external training opportunities – dyslexia, ASD	The learning environment will be accessible to all and the curriculum will be adaptive so that it meets the needs of all pupils: SEND pupils make good personal progress. Continuing professional development for teachers and staff is aligned with the curriculum so that they are able to deliver better teaching for pupils.

				• Regular meetings with LSS/Ed Psych to update knowledge and provision and advice. • Review SEND pupils' access requirements and identify 'gaps' in provision. • Source resources to be used to develop equality of access to the curriculum (IT, apps, dyslexia overlays, pencil grips etc...) • Review and monitoring of implementation.	
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Key Objective: to improve the delivery of school (written) information

Protected Characteristic: disability, race

Intent	Key Persons	Time	Resources	Actions	Impact
To ensure the availability of written material in alternative formats when specifically requested.	PF KL JW EM	From Autumn 24	Reprographics £100 Website renewal £750	• Seek advice from external advisors (website providers) to understand how to make information more accessible. • Provide written information in alternative formats. • Provide suitably enlarged, clear print for pupils/parents with a visual impairment. • Amend website to become more accessible for visually impaired - Review documentation on website to check accessibility for parents with English as an Additional Language. • Provide information and letters in clear print in "simple" English. • School office will support and help parents to access information and complete school forms.	Parents with additional needs (language barriers, disabilities) will detail that school information is accessible to all and any feedback will be used to improve provision.