



Brompton on Swale CE Primary School

Access and Inclusion Policy

The school recognises the benefits for all our community in ensuring that all visitors, pupils and staff are not restricted in anyway to access the building, the curriculum or the social settings of the school. The school recognises that a potential restriction to the school may be as a result of physical, mental, psychological, ethnic or financial circumstances. Therefore it is imperative that the school uses a wide range of policy, procedures, knowledge and experience to ensure that we continue to strive for full accessibility and inclusion in all our activities.

This policy should not be read in isolation as access and inclusion is covered in many other policy and links within our management structure, e.g. Health, Safety and Welfare policy, Charging Policy, DDA self evaluation, Data Protection Procedures, all learning policies, religious foundation, staff training and staff evaluation.

The school will maintain a proactive approach to ensure it remains effective in identifying areas of potential restriction, strengths and weaknesses in systems and staff competence to deal with any issues which have the potential to restrict access and inclusion.

It is the responsibility of Head Teacher and Governing Body to apply, fund and monitor the Access and Inclusion Agenda.

This is addressed through structured regular formal review of Policy, Self evaluation action plans, Procedure, staff training and competence, risk management and learning objectives. These reviews are conducted through structured agendas on all relevant management committees. Funding is provided through Special Education needs funding, health and safety budget, and staff training budget.

It is the responsibility of ALL STAFF to bring to the attention of SLT any issues which they become aware of under the Access and Inclusion agenda, and to co-operate with any measures put in to improve access and inclusion.

Assistance may be sought from a range of specialist advice including the local authority's Education and Skills service, Health and Safety Risk Management, Pupil and Parent Services, Corporate Land Lord Unit, Health and Wellbeing Services and Access to Work Agency.

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BROMPTON-ON-SWALE C.E. PRIMARY SCHOOL

Examples of actions:

- Open door policy, parent and community representation on the governing body.
- Regular communication with all our community.
- Printing all information in alternative formats when requested.
- Termly inspections of grounds and building to ensure no physical hazard or restriction.
- Ensuring the use of appropriate signage, colour structure in decoration and furniture.
- Regular meetings with all service providers/contractors to include all issues of access and inclusion.
- Structured assessment of all new staff and pupils with early intervention plans where appropriate.
- Regular reviews and assessments of needs.
- Documented individual learning objectives and risk assessments where appropriate.
- Specialist ICT equipment and software.
- Ensuring a wide range of learning resources.
- Link governors with roles and responsibilities in staff development, health, safety and welfare and SENCO.
- Curriculum planning including a variety and range of religious and ethnic topics.
- Personal risk assessments for those identified with special needs e.g. manual handling.
- Staff development in communication techniques such as Makaton.

Case Studies:

- Pupil with learning difficulties provided with supplementary ICT equipment.
- Staff trained in Makaton.
- Manual handling specialist consulted with pupils needing personal hygiene support.
- Pupils with special medical needs.
- Pupils with social needs, provided additional support.
- Special arrangements for parents with financial restrictions.

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