GLEBE PRIMARY SCHOOL

UNITED LEARNING ACADEMY

Accessibility Plan

2026-2027

Updated: Autumn 2026
New Review: Autumn 2027

Approved by the Local Governing Board on 23.11.26

United Learning
The best in everyone™
Ambition Confidence Creativity Respect Enthusiasm Determination

United Learning Accessibility Plan

Glebe Primary School

The policy should be read in conjunction with the school's:

- SEND policy
- Supporting students with a medical policy
- Health and Safety policy
- Equality and diversity policy
- Behaviour Policy

1. Aims

Schools are required under the Equality Act 2010 to have an Accessibility Plan. The purpose of the plan is to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

Our school aims to treat all its pupils equally and with respect. Providing access and opportunities for all pupils without discrimination of any kind is paramount in being an inclusive school. We are committed to providing an environment that enables full curriculum access and values all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional, and cultural needs.

Training of staff is a crucial step in reducing any discrimination; therefore, our school regularly trains all staff and governors on equality issues, including the Equality Act 2010.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.

2. Legislation and guidance

This document meets the requirements of schedule 10 of the Equality Act 2010 and the Department for Education (DfE) guidance for schools on the Equality Act 2010. This plan complies with Section 69 (2) of the Children and Families Act 2014 Regulation 51 and schedule 1 of the Special Educational Needs and Disability Regulations 2014.

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

Under the Special Educational Needs and Disability (SEND) Code of Practice, 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of auxiliary aid or adjustments to premises.

We define equality in line with the Equality Act 2010 and recognise the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

We take all advice, guidance and support needed to ensure we meet the needs of children and adults with disabilities, for example from healthcare professionals.

3. Action plan

The Accessibility Plan shows how access can be improved for disabled pupils, staff and visitors to the school in a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

It may not be feasible to undertake all of the works during the life of the Accessibility Action Plan and therefore some items will roll forward into subsequent plans.

An accessibility audit will be completed by the school towards the end of each period covering the plan and will be used to inform to actions of any subsequent plans.

The three areas considered in this plan are:

a) **Improving Education and related activities** - The school will continue to seek and follow the advice of appropriate specialists. The school's SENDCo, in conjunction with class teachers, has the day-to-day responsibility for monitoring the progress and attainment of pupils with disabilities, and ensuring reasonable adjustments are made to enable them to access the curriculum and wider school activities, such as trips and extra-curricular clubs. Staff will be provided with appropriate CPD to enable them to devise a curriculum, which seeks to remove potential barriers to learning and addresses the needs of all pupils. The curriculum will also include opportunities to raise awareness of disability in order to promote understanding.

b) **Improving the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school** - The school will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment, and colour schemes, and more accessible fixtures and fittings.

c) **Improving the provision of information** -The school will make itself aware of local services, including those provided through the Local Authority, for providing information in alternative formats when required or requested.

Accessibility Action Plan 2026 to 2027			
Section 1: How does school deliver the curriculum? (Educational Provision)			
Accessibility outcome	**Actions**	**Person Responsible**	**Timescale**
Short, medium and long term objectives	That children's physical needs are identified early and that a HCP is put in place and shared with all. That SENDCO monitors provision and resources for children with additional needs regularly and makes any necessary changes, in consultation with external OH, staff and parents.	SENDCO	On going
Section 2: Is school designed to meet the needs of all pupils? (Physical Environment)			
Accessibility outcome	**Actions**	**Person Responsible**	**Timescale**
That physically impaired pupils, staff, parents/ carers and visitors have access to the school site and buildings as needed.	Ensuring disabled toilet facilities are kept in good condition for all. Ensuring any children with physical impairment have up to date Health care Plans, indicating their accessibility needs and any necessary adaptations. Ensuring any children with temporarily broken limbs or other physical needs have a HCP, known by all staff who work with them. Ensuring any parents/ carers using mobility aids can access the school site when needed e.g. use of car park, special arrangements for access to the building etc.	SENDCO and Premises Manager	On going

Section 3: How does school deliver materials in other formats? (Provision of Information)			
Accessibility outcome	**Actions**	**Person Responsible**	**Timescale**
That all children and families can access information from the school as needed.	Ensuring non-English speaking families can access school information in their own language or in other formats, on request. Ensuring any visually impaired parents and carers have access to braille versions of information, on request. Ensuring those with no internet connection receive paper copies of school information on request.	Office Manager	On going

4. Monitoring arrangements

This document will be reviewed every year. It will be reviewed by the Local Governing Body, Headteacher, SENDCo and Health and Safety Lead.