



HSCPA

Accessibility

POLICY & PLAN

2025-2027



**The Blessed
Peter Snow**
Catholic Academy Trust

This policy is also available in the following formats, on request to the headteacher: email; enlarged print version; other formats by arrangement.

Building God's Kingdom of Peace, Love and Justice

Rationale

At Holy Spirit Catholic Primary Academy we recognise that every person has a divine origin and an eternal destiny. With this in mind, we aim to provide an education which promotes the development of the whole person. Our children will be encouraged to live the Gospel values through all aspects of the curriculum and the events of their daily lives, leading them to grow, develop and find fulfilment.

We seek to foster respect for the unique value and giftedness of each member of the school community and to prepare our children for life in the wider world of diverse faiths and cultures.

Introduction

At Holy Spirit Catholic Primary Academy, we are committed to providing an environment that enables full curriculum access and values all pupils, staff, parents/carers, and visitors regardless of their education, physical, sensory, social, spiritual, emotional, or cultural needs. Our school ethos and mission to nurture children through our Catholic values underpins our commitment to equality, inclusion, and accessibility for all members of our school community. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. Our admissions policy does not discriminate against disabled children.

This policy is designed to meet legal requirements under the **Equality Act 2010** and guidance provided by the Department for Education. It outlines our proactive approach to improving accessibility across three key areas: curriculum, physical environment, and information delivery.

Aims

The achievement of disabled children will be monitored, and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to ensure that the school environment is as accessible as possible. We will not tolerate harassment of disabled people with any form of impairment.

This school uses the 'social model' of disability, as the basis for its work to improve equality for, and tackle discrimination against, disabled people. This model says it is the world and society that creates barriers that limit or prevent disabled people from enjoying the same opportunities as people who are non disabled.

We aim to have a high-quality inclusive approach that provide high-quality inclusive provision for all pupils; that works in close consultation with parents and pupils themselves; that makes adjustments to ensure disabled pupils participate in all aspects of school life; that accepts and celebrates difference; and that does not compromise aspirations for disabled pupils. Through an approach like this we are likely to realise benefits for disabled pupils as well as pupils who are non-disabled. The experience of growing up together, with an appreciation of diversity is not only our mission as Catholic educators but is also important preparation for life beyond the school gates and contributes to a fairer society.

This plan sets out the proposals of the Academy Council of the school to increase access to education for disabled pupils as set out in the Equality Act 2010

- Increasing the extent to which disabled pupils can participate in the school curriculum;
- Improving the environment of the school 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.

It is a requirement that the school's accessibility plan is resourced, implemented and reviewed and revised as necessary and at least every 3 years. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

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Holy Spirit Catholic Primary Catholic Primary Academy
Accessibility Plan 25 - 28

Curriculum						
Aim: Improved access to all areas of the curriculum for all children						
Action Required	Person Responsible	Budget	Time Scale	Success criteria	Monitored/ Evaluated	Reviewed
Ensure all staff have specific training on disability issues	Head	Cost of training	Ongoing	Staff are aware of ways to overcome any limitations faced by children.	Head	Annually
Take reasonable steps to ensure all curriculum areas are accessible to all children.	Head and all staff	Additional resources may be required to provide modified equipment.	Ongoing	Children are fully engaged in all curriculum areas where appropriate.	Head, staff and AC	AC/ HT Regular review
Take reasonable steps to ensure all extra curricular activities are accessible to all children	Head and all staff	Additional resources may be required to provide modified equipment.	Ongoing	Children are fully engaged in all extracurricular activities that they wish to access		AC/ HT Regular review
Planned opportunities to raise pupil awareness through assembly/liturgy	Head	N/A	Ongoing	Raised awareness among children – various charity days – EG - Purple for epilepsy.	Head	weekly basis
Audit the needs of all children and parents on an annual basis	Head	N/A	MARCH	New needs and requirements identified and planned for	Head	Next- Pupil/Parent Survey March 2025

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Physical Environment

Aim: Improved access for all members of the school community

Action Required	Person Responsible	Budget	Time Scale	Success criteria	Monitored/ Evaluated	Reviewed
Review safe evacuation procedures are in place for all public gatherings in school.	Head with advice from fire safety officer.	To be advised should modifications be required.	Review annually (Prestige)	Fire evacuation plan	Head and Prestige H&S	Ac. Coun. Risk assessments and procedures in place
Ensure that disabled access is planned and budgeted for at the design stage of any new building projects. Future projects: - Early Years playground - access to the hall - internal access to all of the school	Head / architects / chief operating officer	Within the budget costs of the project	As projects arise.	Access for all members of the school and wider community.	By Head/ sub committee and full Gov body.	AC Limited disabled access: main entrance, offices, staffroom and R/ Y1 classrooms & Y6 classroom. Access to rest of school via outdoor ramps.

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Delivery of written information

Aim: Improved communication to parents and delivery to children

Action Required	Person Responsible	Budget	Time Scale	Success criteria	Monitored/ Evaluated	Reviewed
To develop the school website, developing its use as a means of delivering valuable information to parents.	Head and SLT to co-ordinate	Cost of website and app Approx £500 annually	Regular review of Website – New website established in line with the Trust October 23	Website in place and providing a useful means of communication for parents	Head & SLT Office AR Head & Office	Ongoing – review termly – build into Year planner
‘Paperless office’	Office staff	£0	Ongoing	Very few paper letters sent out		Annually
At the point of joining school all parents are informed that information going home may be requested in large print or other formats.	Head	n/a N/A	Use of texting service and school app	Improved speed of communication Communication accessible to all		Annually

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