

Kincraig Primary School and Nursery



Disability and Accessibility Plan



Kincraig Primary school and Nursery Disability and Accessibility Plan and Policy

Introduction

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

According to the Equality Act 2010 a person has a disability if: (a) He or she has a physical or mental impairment, and (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body.

At Kincraig Primary School and Nursery we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

Kincraig Primary School and Nursery is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school; eliminating all possible barriers. Our Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan – (See Appendix A)

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and

school events; the information should be made available in various preferred formats within a reasonable timeframe.

Kincraig Primary School and Nursery's Accessibility Plan relates to the key aspects of the physical environment, curriculum and written information. Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010. It is important to be aware that the Accessibility Plan should be read in conjunction with the following policies:

- Anti-Bullying Policy
- Behaviour Management Policy
- Child Protection and Safeguarding Policy
- Curriculum Policies
- Equality & Diversity Policy
- Equal Opportunities Policy
- Fire Risk Assessment Policy
- Health and Safety Policy
- Special Educational Needs and Disabilities Policy

Physical Environment

Kincraig Primary School and Nursery has in place full disabled access to all its facilities and has ensured that such access has been maintained in its recent developments. Full access is also in place to all external parts of the site. Similarly, both school and nursery have ensured that there are sufficient washroom facilities within its building designed specifically for disabled users. As has been best practice in the past, Kincraig will continue to take account of the needs of its students, staff and visitors with physical difficulties and other impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes. This is monitored and checked regularly during health and safety walks with members of the governing body, SLT and the Premises Manager.

Provision of information

Kincraig will make itself aware of local services, including those available through the Local Authority, for providing information in alternative formats when required or requested.

Policy Review

This policy has been adopted by the Governing Body and is approved. It will be reviewed every three years by the head teacher, and any changes other than minor clarifications or amendments will be brought to the attention of the Governing Body Kincraig School.

Policy last updated 01/09/2025

This Accessibility and Disability Plan and Policy for Kincraig Primary School and Nursery will be reviewed and modified on a regular basis at least every three years. It is possible to add amendments to this document prior to a review and these will be incorporated into the next issue. To add comments please complete the information on this sheet adding the date and signing where indicated.

Name of persons responsible – Mrs Karen Smith

Policy adopted by the Governing Body

Signed: _____ Date: _____

Date	Proposed Amendment	Signed

Appendix A

Accessibility Action Plan 2024-2027.

The school was built in phases from 1997 onwards. The building is solid and generally sound and has good provisions for disabled access. The premises is all on one level and the external doors are all level to the external ground level. All the doors are wide enough to accommodate wheel chairs.

Points to consider:

- Need to ensure disabled parking bays are kept clear.
- The hall is acoustically poor, which is an issue for pupils with hearing impairment – consider fitting an induction loop.
- In the main reception area around the main desk adults with hearing impairment may struggle to hear – consider fitting an induction loop.
- In the development of the Practical Science rooms, enable equipment and access is suitable for all staff, children and visitors with a disability.

Kincraig Primary School and Nursery will always ensure that there is a plan for any member of staff, pupil or parent who is disabled in the event of an emergency evacuation.

