



St. Francis Xavier's RC Primary School

Love one another as I have loved you

Accessibility Plan 2024-27

Our Mission

Share God's love with one another

Follow your dreams

EXcel in citizenship

Our Mission is to:

- Be a witness to the values, teaching and beliefs of the Roman Catholic Church
- Promote achievement and enjoyment for all
- Expect the best for individuals
- Inspire learning
- Collaborate with the community
- Promote a healthy and safe lifestyle
- Create a sustainable school
- Continually strive to be effective

At St Francis Xavier's RC Primary School, we are aware that we have a general duty under the Equality Act (2010) to:-

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between persons who share a protected characteristic and those who do not.

This Accessibility Plan has been drawn up in consultation with the Local Authority and governors of the school and covers the period from November 2024 to November 2027.

At St Francis Xavier's, we are committed to providing a fully accessible environment which values and includes all pupils, staff, parents, carers and other visitors, regardless of their age, education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

The aims of this Accessibility Plan are to:-

- continue the development of our inclusion agenda and increase access to the curriculum for all pupils with disabilities
- set up systems to involve any disabled people who are involved in the life of the school in future consultations
- make the whole school building more accessible for use by any pupils, staff, parents, carers and visitors who might otherwise find access difficult.

The Plan covers four main areas:

- Equality and Inclusion
- Physical Environment
- Curriculum
- Communication

The current range of disabilities within St Francis Xavier's RC Primary School

- As of March 2025, children with a range of disabilities attend St Francis Xavier's, including learning difficulties, neurodevelopmental conditions e.g. autistic spectrum disorder, hearing and visual impairments, and physical difficulties. When children enter the school with known disabilities, the school liaises closely with the previous school as well as the relevant Local Authority teams for assessments, support and guidance for the school and parents.
- We have a few children who have asthma and all staff are aware of these children. Inhalers are kept in the classrooms.
- Some children have allergies or food intolerances. These are circulated with the whole staff team and any external providers. Teachers and first aid staff receive regular training in the use of EpiPens.
- All medical information is collated and available to staff.
- We have competent First Aiders who hold current First Aid certificates, which are updated regularly.
- All medication, including EpiPens, is kept in a secure place which has easy access for First Aiders and staff members.
- Administration of Medicines consent forms are filled in by parents outlining the illness and amount and time of medication. All medication that is given is recorded.
- Currently the school is not fully accessible for wheelchair users, due to the steps to KS2, however, over the past three years improvements have been made. We have disabled toilets installed in KS1 and KS2. Accessibility to the school building is being improved, however, movement through the hall, from one key stage to the other, is not possible in a wheelchair. Wheelchair users are required to travel around the outside of the building.

Equality and Inclusion							
Target	Action	Personnel Lead	Time Scale	Resource/ Cost	Success Criteria	Monitoring	Evaluation
To raise awareness of equality and disability issues.	Continue to provide training for governors, staff, pupils and parents/carers.	CD	WEST training once a term for 24-25	WEST training	Raised awareness of school community in supporting children with sleep difficulties, anxiety, low mood, CBT. Exercises delivered as per programme.	Training feedback Monitoring pupils for SEMH referrals.	
	WEST training plan for 24-25 for pupils, parents and staff.	WEST team					
	Physio training 1:1	Physio	Ongoing	NHS staff	CD to monitor sessions		
	SEND Policy to be reviewed	CD	Annually	SENCO time	Policies will be updated in line with government guidance to reflect any issues relating to disability and equality.	Governing body to ratify policies.	SEND policy review updated November 24
	Equality Policy to be reviewed	EC		HT time			
To ensure that all policies consider the implications of the school's equality objective statement.	Subject coordinators and HT	As policies are reviewed	Coordinator time	Policies reflect current legislation.	HT/Governing Body	Equality Policy reviewed May 25	

Physical Environment							
Target	Action	Personnel Lead	Time Scale	Resource/ Cost	Success Criteria	Monitoring	Evaluation
To ensure that all areas of the school building and grounds are accessible for all children and adults associated with	Continue to audit accessibility of school buildings and grounds as needs of pupils and members of the school community change.	EC/ CD/ KL With specialist support staff e.g. LA Disability Advisory Teacher, OT, Physio plus input from Senior Project Manager, Herefordshire Council.	Ongoing	Admin time	All members of the school community can access the building.	SLT/Governing Body/LA Advisory Teacher	

	Scheduled building work for 24-25 to improve accessibility to the Key Stage 2 area and to create an accessible toilet in Key Stage 2.	KL	Ongoing – works to improve building accessibility. Nov 24 – work to add accessible toilet to KS2 area. Nov 24 – work to widen doors to KS2 area and add ramps to the outside.	Cost of building works.	School grounds will be fully accessible to all members of the school community.	KL with Resources and Finance committee	
<p>The LA Disability Advisory team continues to support one child in school who has a physical disability. They (along with OT and Physio) audit the new classroom environment as the pupil moves up through the school and offer recommendations to ensure a smooth transition. The child has significant physical difficulties and sometimes needs to use a wheelchair to move around the school. He also has adapted equipment to enable him to access the curriculum.</p> <p>The integrated Soundfield system in two of the classrooms is now obsolete and cannot be updated. The school has purchased one portable Soundfield system.</p> <p>Several children have mild mobility issues but have no major difficulties moving around the school environment.</p>							

Curriculum							
Target	Action	Personnel Lead	Time Scale	Resource/ Cost	Success Criteria	Monitoring	Evaluation
To ensure that the curriculum is accessible for all pupils regardless of any barrier to learning that may exist.	Ongoing CPD for teachers and support staff to enable them to develop inclusive practice and meet the needs of children with a range of SEND.	CD	See below				
	Adaptive Teaching for SEND pupils	CD	Autumn 24	SENCO time	All children access the whole curriculum.	Learning walk – Write Stuff Aut 24 Intervention monitoring – ongoing	
	Colourful Semantics	Find the Key SALT	Spring 25	£160	Colourful Semantics used successfully to support pupils in writing.	Spring 25 – monitor use of CS in class	
	Continue to liaise with external agencies to improve provision for SEND pupils (Blackmarston School for inclusion support; Hampton Dene for ASD and complex communication difficulties; VI, HI and physical disability teams at the LA).	CD	Ongoing	LA advisory teams - currently free. EP assessment – c. £500 per child.	Improved inclusion for children with SEND.	CD/EC/SEN Governor	

	Ensure that all children are able to access all out-of-school activities e.g. clubs, trips, residential visits etc. Review of out-of-school provision to ensure compliance with legislation.	Whole staff	Termly check on club membership and trips.	Any additional costs associated with provision e.g. 1:1 TA support for after school clubs or trips.	Every child participates in an out-of-school club. Trips and clubs are accessible to all children.	EC/CD to check on club membership All staff to check trips include every child.	
	Classrooms to be organised and all appropriate additional equipment to be provided to promote the participation and independence of all pupils and adults.	Class teachers CD	Ongoing	Resources as recommended by SENCO/ outside agencies.	Children have equipment they need. SEN children make good progress.	CD/EC/Subject leaders	
	To meet the needs of individual children during statutory tests (Phonics Screening & KS2)	CD	By deadline given by QCA	Time to assess and prepare documentation.	Chn working at the expected standard are able to access tests. Chn achieve the best possible outcomes in statutory tests.	LA Monitoring visits during test times	
Communication							
Target	Action	Personnel Lead	Time Scale	Resource/ Cost	Success Criteria	Monitoring	Evaluation

To ensure effective communication between home, school and other members of the school community.	All school communications for parents (letters, brochures, website etc.) to be made available in alternative formats/languages.	Admin staff	Ongoing	Extra resources as necessary including translation costs.	All parents feel involved. Parents are fully informed about school events.	Parent survey.	The school now communicates with all parents via electronic means.	
	Ensure that parents who have difficulty accessing school, because of a disability, can access parents' evenings and other events e.g. use of parking space. Staff to hold parents' evenings by phone or send home written information, where necessary.	EC & Admin team	Ongoing		All parents/carers are fully informed about their child's progress and attainment. All parents/carers can access school events.	Feedback forms. Evidence of attendance at events. Reserved sign used for visually impaired parent. Car parking space provided for parents of children with additional needs.		
	To continue improving communication for any hearing /visually impaired members of the school community.	EC/ Governing body	As appropriate.	Resources as necessary.	All members of the school community can access school events - assemblies etc.	Parent survey.		

This plan was updated by the Head Teacher and SENCO in March 2025. The plan was adopted by the Pastoral Support Committee of the Governing Body of St Francis Xavier’s RC Primary School on 9.5.25. The plan will be reviewed continually and updated every three years by the Head Teacher and SENCO.

Signed: *D Hillyer* Date: 9.5.25 Chair of Pastoral Support Committee

Signed: *E Christopherson* Date: 9.5.25 Headteacher