



Accessibility Plan 2025-2028

Date policy last reviewed: June 2025
Signed by:

_____	Headteacher	Date: _____
_____	Chair of LAC	Date: _____



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Aims of the Accessibility Plan 2025-2028

This plan should be read in accordance with The Sycamore Trust's Accessibility Policy and outlines how St John's CE Primary School aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

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

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the Trust must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Sycamore Trust also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

These details can be read in the Sycamore Trust Accessibility Policy.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Pupils' parents.
- The headteacher and other relevant members of staff.
- Governors.
- External partners.

This plan is reviewed every three years to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone a refurbishment. The Local Academy Committee are responsible for developing a plan for accessibility which will be reviewed yearly in the Summer term.

The Accessibility Audit

The LAC will undertake an annual Accessibility Audit in the Summer term. The audit will cover the following three areas:

- **Access to the curriculum** – the LAC will assess the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers.
- **Access to the physical environment** – the LAC will assess the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers.
- **Access to information** – the LAC will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.

When conducting the audit, the LAC will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- **Ambulatory disabilities** – this includes pupils who use a wheelchair or mobility aid
- **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
- **Visual disabilities** – this includes those with visual impairments and sensitivities
- **Auditory disabilities** – this includes those with hearing impairments and sensitivities
- **Comprehension** – this includes hidden disabilities, such as autism and dyslexia

The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents. The actions that will be undertaken are detailed in the following sections of this document.

1. Planning duty 1: Curriculum

Short term	Pupils with learning difficulties are not always accessing IT to support their needs due to hardware issues	Increase memory capacity of teacher laptops	Computing Lead & SLT	Summer 2025	Teachers will have laptops which can display appropriate models and images which support learning needs of pupils.	Autumn 2025
	Teachers are not always aware of accessibility issues when providing resources	Monitoring and observation to identify then training session	SENCo	Summer 2025	Teachers will be aware of accessibility needs and utilising correct fonts, paper colour etc to support learning	Autumn 2025
Medium term	Visits and visitors have not been audited to see if they are all accessible to pupils	Audit of our visits and visitors programme	SLT	Autumn 2025	All children will be able to fully access visits and visitors and the people/places we use will have been checked to ensure accessibility.	Spring 2026
Long term	Our curriculum will promote positive role models for children with disabilities	Completed Curriculum Review	Teachers, SLT & Headteacher	Begun Autumn 2025, end Summer 2026	A child with disabilities will meet positive role models in their learning experience.	Summer 2026

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3. Planning duty 2: Physical environment

Short term	Review audit needs to take place to see if the school's physical environment is accessible	Audit of physical environment	SLT	Summer 2025	School is aware of accessibility barriers to its physical environment and will make a plan to address them	Summer 2025
Medium term	Audit of building needs to take place to address any sensory or visual needs	Audit of lighting and colour scheme and visual environment	SLT	Autumn 2025	Visual environment will be accessible	Summer 2026
Long term	Consider provision of toileting for children using wheelchairs in KS1 and KS2	Construction work costed and planned when budget allows	SLT	Summer 2026	School buildings are fully accessible	Summer 2027

4. Planning duty 3: Information

Short Term	Does school know whether there are accessibility needs for parents in terms of written communication?	School will ask about accessibility of information on the parents' questionnaire in academic year 2025-6	Headteacher/Parents	Spring 2026	School have asked parents about any need for written information to be made more accessible and has responded to any request	Summer 2026
Medium term	Written information is not accessible to pupils with visual impairments – at present there are no pupils in this category but school should be ready if they joined	Find out how to provide written information in alternative formats	SENCO	Spring 2026	Written information is fully accessible to children with visual impairments	Summer 2026
Long term	Audit school website to ensure it is accessible to users with SEND	Audit of website	LAC member	Summer 2026	Website is fully accessible	Autumn 2027

