



## ALUMWELL NURSERY SCHOOL

### DISABILITY AND ACCESS POLICY

It is the overall aim of Alumwell Nursery School to do all that is reasonably possible to ensure that the school's facilities, services, culture, policies and procedures are made accessible to pupils, staff members and visitors who have disabilities, and to comply with our moral and legal responsibilities under the Equality Act (2010-Amended May 2014), SEN Code of Practice 2015, Supporting Pupils with Medical Conditions Sept 2014 and GDPR 2018.

The nursery positively promotes equal opportunities and shall exercise no discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion or sexual orientation in the admission of **children** or the appointment or promotion of **staff** or the treatment of **parents, visitors** and **Governors**. We actively advance the equality of opportunity between people who share a protected characteristic and those that do not.

**NB:** A person is defined as having a disability if they have a physical or mental impairment, which has a "substantial and long-term adverse effect" on their ability to carry out normal day-to-day activity (Equality Act 2010).

#### Access to School

We will make every **reasonable adjustment** in order to accommodate the needs of pupils, parents/guardians, visitors and members of staff who have disabilities.

The nursery aims to ensure that all children achieve their full academic potential in a caring environment and that no child is disadvantaged because of a disability in their admission to, and participation in, the learning environment of the Nursery and in demonstrating that they have progressed in the learning outcomes of the Early Years Foundation Stage.

There is a dedicated disabled parking bay allocated in the front car park which leads directly to either the main nursery building or Alumwellies. Access throughout the main school building is at one level apart from a small step to both outdoor areas. The main room of the nursery for children is open plan. There are double doors to another room that children use that are wide opening.

The door to the office is usually open with a glass panel for office staff to see visitors if they require assistance.

There is clear signage on the gates of the school and a marked flat access path into school grounds. There is a ramp to the main door with a low level intercom system. There are wide doors to the front of Alumwellies building.

There is a disabled toilet in Alumwellies building which is accessible by all users. There is a red pull cord to alert the need of assistance. The kitchen area has a low level work surface and there is a low level sink for wheelchair users.

The new building for Alumwellies adheres to all regulations regarding disabled users.

### **Admissions**

Parents/guardians of prospective pupils must notify the school of any disabilities and must discuss with the school what adjustments could reasonably be made to accommodate their child.

In particular, the school will do all it reasonably can to ensure that the child can, with reasonable adjustments, access the curriculum, whether in the classroom or through other means. The school also expects all of its pupils to participate in sports, music, drama, trips and expeditions as part of its ethos of inclusiveness, but must ensure that no pupil's education or safety is put at risk by the needs of another individual.

### **Pupils**

Parents/guardians must, as soon as possible, disclose to the school in confidence any known medical condition, health problem or allergy affecting an existing pupil. Where appropriate, the Head Teacher or Deputy Head Teacher

shall set up a consultation process so that interim measures can be put in place to support the pupil, and that longer term requirements may be determined. The school will, to the best of its ability, make such adjustments as are reasonably practicable to allow a pupil to continue at the school. The Senco works with external agencies such as physiotherapists, Occupational therapists and Lindens Outreach service to assess pupils' needs and make provision for their education as far practicable within financial budgeting.

### **Staff Members**

The school recognises that medical and psychological conditions in staff members which may require adjustments to be made to the way in which they are employed.

Staff members must, as soon as possible, disclose to the school in confidence any known medical condition or health problem. Where appropriate, the Head Teacher shall set up a consultation process so that interim measures can be put in place to support the staff member, and that longer term requirements may be determined. The school will, to the best of its ability, make such adjustments as are reasonably practicable to allow a staff member to continue at the school.

### **Reasonable Adjustments**

The school shall endeavour to make reasonable adjustments to aid a prospective or existing pupil/staff member. Such adjustments may include (but not limited to):

Installing low gradient ramps for easy access on the ground floor;  
Specialist seating or any other relevant classroom resources or equipment.  
Using signs in braille or yellow markers to aid visually impaired.

In defining what is reasonable, the school shall take into account:

- The cost and feasibility of making specific alterations to the school premises;
- Implications on financial resources and the likelihood of any external funding being available to offset this;
- Staffing requirements;
- Health and safety considerations;
- The interests of pupils, staff and visitors.

In line with Disability Access Scheme an annual audit is undertaken together with a survey of parents and children to gather information to formulate an action plan to improve disability access to both the building and the curriculum. When a child with a disability is due to attend nursery, an

accessibility plan is drawn up with other professionals such Linden's Outreach Service or the sensory team for vision and hearing impairments to plan safe and appropriate access.

Please ask for a copy of the audit, survey and action plan.