



St James CE First School and Nursery Accessibility Action Plan 2026-2029



Introduction

This Accessibility Plan is prepared in accordance with the Equality Act 2010 and Public Sector Equality Duty and outlines the school's commitment to ensuring that all pupils, staff, parents, carers, local school committee members and visitors can fully access and participate in the life of our school. We aim to remove barriers to learning and participation for individuals with disabilities and ensure equality of opportunity for all.

The school recognises its duty to:

- Eliminate discrimination, harassment, and victimisation.
- Promote equality of opportunity between disabled and non-disabled persons.
- Increase the extent to which disabled pupils can participate in the curriculum.
- Improve the physical environment to enable disabled pupils to take advantage of education and associated services.
- Improve the availability of accessible information for disabled pupils and their families.

This plan will be reviewed annually and fully updated every three years. It will be approved by the Local School Committee and published on the school website. Where actions cannot be completed within the current plan, they will be carried forward to future plans.

Aims of the Accessibility Plan

The aims of this plan are to:

- Ensure that all pupils have full access to the curriculum.
- Improve the physical environment to support the needs of disabled pupils.
- Ensure that information is accessible to all members of the school community.
- Promote a culture of inclusion, respect, and equality.

Section 1 – Increasing Access to the Curriculum

Objective	Baseline Position	Actions	Lead Responsibility	Timescale	Success Criteria	Evidence / Monitoring	Impact
Improve staff understanding of inclusive teaching strategies	Staff confidence varies	Provide SEND and adaptive teaching CPD	SENCO	Annual	Staff demonstrate inclusive practice	CPD records, learning walks	Improved access for SEND pupils
Improve access to learning resources	Some materials not adapted	Audit resources and introduce accessible formats	Subject Leaders	Autumn 2026	Accessible resources used across subjects	Work scrutiny	Improved engagement
Improve children ability to communicate needs	Staff confidence varies	Provide CPD opportunities to enable staff to use variety of techniques and strategies	SENCO	Autumn 2026	Staff will have a wider range of techniques to try with children who have difficulty communicating needs	CPD records Increased communication levels Decreased dysregulation from specific children	Children with communication needs will have more success expressing their needs

Section 2 – Improving the Physical Environment

Objective	Baseline Position	Actions	Lead Responsibility	Timescale	Success Criteria	Evidence / Monitoring	Impact
Ensure accessibility of school entrances	Entrances accessible at current time	Monitor current school entrances	SLT / Health and safety walk	Termly	Wheelchair access available	Site inspection	Improved accessibility if required following H&S checks
Improve navigation around school	Signage limited	Introduce high visibility signage e.g. – School office signage	SLT / Health and Safety walk	Academic year 2026 / 27	Easier navigation for visitors and pupils	Site inspection	Improved independence

Section 3 – Improving Access to Information

Objective	Baseline Position	Actions	Lead Responsibility	Timescale	Success Criteria	Evidence / Monitoring	Impact
Improve accessibility of written information	Some documents not available in alternative formats	Provide large print and digital formats	Office Manager	Ongoing	Documents accessible upon request	Parent feedback	Improved communication

This plan should be read alongside the following school/trust policies:

- Accessibility Policy
- Public Sector Equality Duty
- Special Educational Needs and Disabilities (SEND) Policy
- Admissions Policy
- Behaviour Policy
- Curriculum Policy
- Health and Safety Policy
- Anti-Bullying and Harassment Policy
- Supporting Pupils with Medical Conditions Policy
- Administering Medication Policy
- Early Years Policy
- Equal Opportunities Policy
- Data Protection Policy
- School Development Plan

Approval and Review

Approved by: Local School Committee

Date:

Review Date:

Next Full Review: May 2029