



ACCESSIBILITY PLAN FOR RUSH COMMON SCHOOL

3 year plan: November 2025 to November 2028

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Introduction

The Equality Act 2010 and Equality Duty 2011 places responsibility upon schools to remove discrimination against pupils with disability. The Equality Act defines disability as when a person has a physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities. Physical or mental impairment includes sensory impairments such as those affecting sight or hearing.

The definition can include a wide range of impairments, including hidden impairments such as Autism, Dyslexia, Attention Deficit Hyperactivity Disorder (ADHD) and speech and language impairment.

Some specified medical conditions, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect. Long term is defined as lasting, or likely to last, for at least 12 months.

The Equality Act requires schools to make "reasonable adjustments" to their policies, procedures and practices to accommodate pupils with disability in school life. There is a duty on schools to state what actions they have taken to improve access and to have an Accessibility Plan.

The reasonable adjustments duty is triggered only where there is a need to avoid

"substantial disadvantage." This might depend on the individual situation.

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An Access plan is a plan for:

- Increasing the extent to which disabled pupils can engage in the school **curriculum**.
- Improving the physical environment of schools to increase disabled pupils' **physical access** to education and extra-curricular activities.
- Improving the delivery of **information** to disabled pupils, using formats which give pupils better access to information.

The responsibility for creating the Accessibility Plan lies with Headteacher and leadership team of the school, and the plan is reviewed by the Local Academy Committee.

The purpose and direction of the school's plan

The aim of this plan is to set out the commitment of Rush Common School to the principals of inclusive education. Rush Common School is committed to ensuring equal opportunities for any pupil, parent or employee with a disability, to remove barriers to progress and to make reasonable adjustments to reduce disadvantage.

Some disabled pupils may also have special educational needs (SEN) and may be receiving support via school-based SEND provision or have an Education Health Care Plan (EHCP). The fact that a disabled pupil has SEN does not take away the duty to make reasonable adjustments for them. However, some disabled pupils who do not have SEN, and some disabled pupils with SEN will still require reasonable adjustments to be made in addition to any support they receive through SEN provision.

Rush Common has high expectations and ambitions for all its pupils; we expect pupils with a disability to participate and achieve in every aspect of school life. As such we are committed to:

- Setting suitable learning challenges
- Responding to pupil's diverse needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils
- Promoting the individuality of all our children, regardless of difference

Rush Common's policies on Anti-Bullying and PSHE promote equality and respect regardless of gender, race, colour, creed or impairment.

School context- Information from pupil data and school audit

Rush Common School currently has 420 places for pupils from Reception to Year 6 and a Preschool with a capacity of 28 children. There are approximately 14% of our pupils on the Special Needs Register including pupils with ADHD, Autism, dyspraxia and dyslexia. A significant number of our SEND pupils have Social, emotional and mental health needs. We also have a small number of pupils who have a physical difficulty or sensory needs (including pupils with hearing impairments). There are currently 7 pupils with an Education Health and Care Plan in place.

We have supported pupils with significant medical conditions where special provision agreed in liaison with parents has been made to enable access all areas of school life. We have had a number of staff with disabilities and are aware of a number of parents in our school community who require reasonable adjustments to be made to access the school site due to medical conditions or physical difficulties.

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Main priorities in Rush Common School's Plan

Increasing access to the curriculum

- All teachers and teaching assistants have the necessary training to teach and support pupils with a variety of disabilities.
- Staff working with pupils with disabilities receive training either from specialist providers or in house expertise.
- Lessons provide opportunities for all pupils to achieve.
- Lessons involve work done by individuals, pairs, groups and the whole class.
- Lessons are responsive to pupil diversity.
- Disabled pupils are encouraged and supported to access after school clubs and activities, trips and residential visits and to participate in all aspects of school life.
- Visual timetables, Aided language boards, cue cards and prompts are used to support individuals to access the curriculum as needed.
- Social stories, task boards and task organisers are used to encourage and develop independence.
- Disability awareness is promoted via the curriculum, through assemblies, discussions, PSHE provision and specific events.
- Professional advice and support is sought to ensure appropriate provision and resources are made available to individuals and staff supporting them.

Improving the physical environment

- Pupils who use wheelchairs can move around the school without experiencing barriers to access such as those caused by doorways, steps and stairs.
- Disabled Toilet facilities have adequate room and changing bed if needed.
- Pathways of travel around the school site and parking arrangements are safe logical and well signed.
- Lunchtime seating changes are used for pupils who need adapted chairs.
- Emergency and evacuation systems inform and include all pupils and are accessible to **ALL** pupils, including pupils with SEN and disability. Risk assessments and PEEPS have been carried out. All pupils have been informed of alert systems.
- Steps are taken to reduce background noise for hearing impaired pupils e.g. consideration given to a room's acoustics, noisy equipment, timetabling to provide reasonable adjustments to room provision.
- Furniture and equipment are selected, adjusted and located appropriately: e.g. height adjustable tables available, low level sinks.

Improving access to information for disabled pupils

- The school liaises with support services, as needed, to provide information in simple language or large print for pupils and prospective pupils who may have difficulty with standard forms of printed information.
- We endeavour to present information in an accessible format e.g. use of PowerPoint projection and photocopied resources; provide written reinforcement of the spoken word, a synopsis / subtitles when video material is used; modify language where appropriate.

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Action plan 2025-2028

Action 1: Continuing to increase the extent to which disabled pupils can participate fully in the curriculum

At Rush Common, we believe that all pupils should be enabled and encouraged to participate fully in the life of the school. All pupils are actively encouraged to attend age appropriate, relevant after school clubs and activities.

Teachers at Rush Common plan lessons which are adapted to take into account individual/group needs of all pupils, including those with disabilities. High expectations are evident throughout all curriculum areas. All teachers and teaching assistants have the necessary training to teach and support pupils with a variety of disabilities.

Some children with complex needs, benefit from the school's SEND provision 'The Hive' which ensures their specific needs can be met, while still accessing and being supported in their learning.

Target	Action Needed	Outcomes	Time Frame
To establish and maintain close relationships with parents.	Foster and encourage parents/carers to share relevant information about pupils with school.	Disability and medical registers updated with current details. Bromcom updated to highlight any pupil's disability/medical need.	Ongoing
	Individual Health Care Plans are developed between school and home to meet medical needs.	Individual Health Care Plans are in place and shared with staff and parents.	
To liaise with preschools and nurseries re new Reception intake.	Meetings and professional dialogue between pre-school settings and Reception Lead / PSW Lead	Pupils with disabilities/medical needs are known to Reception staff so that their needs can be met (equipment, strategies, support)	June-July annually
To liaise with professionals and outside agencies re pupils with disabilities/medical needs.	Identify training needs for staff (teachers and TAs) to meet the needs of disabled pupils. Make staff aware of specialist support and training available.	Support staff and teachers to receive appropriate training including; Autism, ADHD, Teacher of the Deaf training for HI pupils; Epi-pen and diabetic training	September annually and as needed.

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	Ensure all staff are aware of pupils mental health needs and those accessing CAMHs support.	All staff have a greater awareness of the impact of mental health for pupils.	Term 2
	Use strategies supplied by Communication and Interaction Team (CIT). Teach and re-teach new vocabulary in a multi-sensory way, including use of visual cues and picture cards.	Pupils with Autism and other learning difficulties can communicate more readily. Recommendations from outside agencies are followed.	Ongoing

Target	Action Needed	Outcomes	Time Frame
To ensure that all children, especially those with SEND can fully access the curriculum.	All classrooms have a visual timetable and visual cues are fully implemented across the curriculum to ensure inclusive teaching. Pupils with Autism/other disabilities have an individual visual timetable, aided language boards and individual visual aids as required. Regular reviews of 'The Hive' SEND provision to ensure children are accessing learning effectively. Measurable interventions for SEND pupils are precisely selected based on assessment and implemented to ensure academic and social needs can be met.	Visual cues and timetables used consistently and effectively across the school and curriculum. Individual visual timetables and aids used consistently across school for identified pupils. Learning activities completed by pupils in 'The Hive' demonstrate access to the curriculum and increased progress as a result. Interventions help needs to be met, so that SEND pupils can fully access the curriculum and make excellent progress.	Ongoing

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Increase the use of equipment and take into account variety of learning styles when teaching.	Provide specialist aids, equipment and IT to promote disabled pupils' access to the curriculum. Pupils with communication difficulties have access to Clicker.	Laptops and iPads used to support SEND pupils to meet needs and adapted where necessary. IT software and hardware identified for supporting individual pupils and implemented.	Ongoing
Disabled pupils are encouraged and supported to attend after school activities, school trips and play times.	Carry out audit of clubs attended, trips and visits by disabled pupils. Involvement in school community and wider school life (School Parliament etc.) Plans are in place to support the needs of pupils with disabilities to ensure success during enrichment activities including after school clubs. Creating positive images of disability within the school.	Disabled pupils attend a variety of after school clubs and play an important role in the school community. Children with disabilities access school trips, special events and are supported at play times. Disabled pupils feel safe and well supported as an active member of school life.	Ongoing Annual audit of clubs, activities and school trips.

Action 2: Improving the physical environment of the school

Target	Action Needed	Outcomes	Time Frame
Access for disabled pupils and members of the school community is considered when planning changes to the school site (ie improved access, lighting, fittings and fixtures)	Carry out regular site walks to consider any changes needed for accessibility. Consult outside professionals and other schools with existing areas.	The physical environment of the school is "disability friendly"	2025-2028

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Improve the school experience for pupils with sensory needs.	Areas for children to complete sensory circuits are in place. All classrooms have regulation stations that are well resourced. Ensure classrooms displays use neutral backing paper and borders (with exception of a topic display that has to be certain colours)	Through meeting their sensory needs, pupils will be able to better access their learning and make increased progress as a result.	2025-2028
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Target	Action Needed	Outcomes	Time Frame
Improve the provision in school for pupils with Autism.	Create a sensory-friendly environment through minimising sensory triggers in the classroom, providing noise-cancelling headsets, fully integrating sensory tools (such as fidgets, kick bands, wobble cushions, exercise balls), offer standing desks and allowing for scheduled breaks or sensory activities to help with regulation.	Through meeting their needs in the physical environment, pupils will be able to better access their learning and make increased progress as a result.	2025-2028

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Action 3: Improving access to information for disabled pupils/parents

Target	Action Needed	Outcomes	Time Frame
To work closely with colleagues within SENSS, (particularly communication and interaction team), to further support pupils and parents.	Delivery of SWIFT course in school to parents of children with ASD. Access training to meet the needs of individual pupils when and as needed. Training to be provided to staff as appropriate. Teacher of the Deaf training to be used annually to update HI knowledge and skills amongst staff.	School aware of specialised provision needed and which professionals to contact to ensure relevant training and development is in place.	Annual parenting groups to be offered.
Raise the awareness of adults working at school on the importance of good communication systems.	Newsletters and Bromcom communications are available to all parents (larger fonts available on request). Meet the Teacher parents meeting include mixture of communication means (auditory, visual and written word). Pupils are encouraged to use a variety of communication tools (i.e. dictation software on iPads, visual timetables, aided language boards).	Parents and pupils feel that communication from school is effective.	2025-2028

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