



St Nicolas C of E Academy

Together We Flourish
Accessibility Plan

Written: Autumn 2025



St Nicolas C of E Accessibility Plan

Vision and Values

Our vision as a Church of England primary school, deeply rooted in a strong Christian tradition, is to develop happy, young people with enquiring minds, a spirit of curiosity, respect for themselves, others and the environment so that they will have the skills, resilience and adaptability to thrive in a rapidly changing world.

Our vision draws inspiration from the Parable of the Sower which is found in the gospel of Matthew 13:1-9, 18-23 in the New Testament.

A farmer sows seed in a field:

- Some seed falls on the paths, and the birds quickly eat it.
- Some seed falls where there are rocks, and not much soil. Plants grow quickly, but soon the sun dries them. There is not enough soil, and the plants die.
- Some seed begins to grow in a place where there are too many weeds. The weeds stop the growth of the plants, and the plants die.
- But some seeds fall on rich soil. So, the plants flourish.

We strive to provide the rich soil that enables our children and adults to develop the deep roots that they need to flourish in the love and grace of God. Within our community, our Christian school nurtures growth and supports all to have the courage to face challenge and the resilience to persevere even when confronted by difficulties. We endeavour to provide abundant opportunities which provide a platform for unique strengths and talents to blossom, where everyone feels valued and has respect for themselves and others, and hope for the brightest future.

Our mission, as a school with a religious character, is to provide an education of depth and quality in a Christian ethos which ensures the children and adults have the nurturing and aspirational environment to reach their full potential.

To realise our mission, we endeavour to live out our vision through our school motto:

Together We Flourish

Christian Values are interwoven through our vision, mission and motto and are embedded throughout the curriculum with a particular focus given to:

- Love (Compassion and Friendship)
- Peace
- Thankfulness
- Perseverance
- Service
- Hope

Our one school rule of respect ensures everyone feels valued and is the lens through which all our values are viewed.

Equalities Statement

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

At St Nicolas C of E Academy our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to.

Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success.

We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation". According to the Equality Act 2010 a person has a disability if: (a) He or she has a physical or mental impairment, and (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

St Nicolas is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school. The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality. The St Nicolas C of E Academy Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given time frame and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

The St Nicolas C of E Academy Accessibility Plan relates to the key aspects of physical environment, curriculum and written information. Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Behaviour Management Policy
- Curriculum Policies
- Health & Safety Policy
- School Improvement Plan
- Special Educational Needs Policy

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through the Governing body

The Accessibility Plan may be monitored by Ofsted during inspection processes relation to Schedule 10 of the Equality Act 2010.

It is a requirement that the school's accessibility plan is resourced, in implemented, reviewed and revised as necessary and reported on annually.

Attached is a set of action plans showing how the school will address the priorities identified in the plan

The priorities for the Accessibility Plan for our school were identified by: The Governing Body, Head Teacher, Deputy Headteacher, SENDCO, School Business Manager

An audit was carried out by the Deputy Headteacher and SENCO. A number of recommendations were made as follows:

Aim	Objectives	Actions to be taken	Person Responsible	Completed by
To increase the extent to which disabled pupils can participate in the school's curriculum	<p>All staff are confident they can meet the needs of disabled children with regards to accessing the curriculum.</p> <p>ICT equipment is in place to ensure curriculum access for pupils with a disability</p> <p>Reasonable adjustments are made to ensure all pupils participate in the whole curriculum, including out of school activities</p>	<p>Staff access and implement the advice and training opportunities offered by outside agencies that the school works alongside.</p> <p>Ensure appropriate ICT equipment is used effectively by pupils and staff to support teaching and learning</p> <p>Monitor participation and engagement of all pupils in extra-curricular provision ensuring access for all</p>	SENCO SEND Governor All teaching staff	Ongoing
To improve the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school	<p>Classrooms are organised to promote the participation and independence of all pupils</p> <p>All areas throughout school including the outside areas are accessible and used by all pupils</p>	<p>Review use of furniture and equipment throughout school ensuring accessibility and health and safety measures are met</p> <p>Regularly review all areas of the school grounds ensuring compliance with regulations and accessibility for all</p>	Business Manager H&S Governor	Ongoing

Aim	Objectives	Actions to be taken	Person Responsible	Completed by
To monitor the progress of disabled pupils compared to pupils who are not disabled	<p>Clear provision mapping of interventions to be established and utilised by all staff</p> <p>Entrance and exit data to demonstrate evidence of pupil progress</p>	<p>Provision mapping to be used across all year groups.</p> <p>SENDCo to monitor interventions and their success/impact on progress.</p>	SENDCo All staff	End of each term
To improve the delivery of information to pupils, staff, parents and carers	<p>The school will provide information in different formats considering the needs of all</p> <p>Provide information in simple language, symbols, large print, an audio tape or in Braille for the families of pupils and prospective pupils who may have difficulty with printed information.</p> <p>Adults in school will be aware of and use good communications systems</p> <p>Review documentation on website to check accessibility for parents</p>	<p>Work in partnership with parents, pupils and outside agencies to find ways to increase awareness of disability issues within the school community</p> <p>The school will make itself aware of the services available for converting written information into alternative formats</p> <p>Training will be arranged where necessary</p> <p>The school will review formats publicised on school website – particularly for new parents to the school.</p>	Office and Admin staff	Ongoing