

Welton St. Mary's Church of England Primary Academy



Our Vision

As an inclusive Christian community we value each person, seeking to release everyone's full potential as promised by Jesus Christ. We seek to provide a safe, inspiring and creative learning environment providing opportunities for all to flourish. Through challenge, support and care, we strive for excellence in all that we do; always building on the foundations of shared values with consistently high expectations rooted in God's love. Together we are encouraged to be agents of positive change in this world.

'May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.' Romans 15:13

Wisdom Hope Community Dignity

Accessibility Plan

Approved February 2026

Welton St Mary's CE Primary Academy
Accessibility Plan

In John 10:10, Jesus states *'I have come that you may have life in all its fullness.'*

This Accessibility Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10 of the Equality Act 2010.

<https://www.gov.uk/government/publications/public-sector-equality-duty-guidance-for-public-authorities/public-sector-equality-duty-guidance-for-public-authorities>

and is in place to enable all to live their lives in their fullness.

School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period of time.

We are committed to providing an accessible environment which values and includes anyone in our school community (all pupils, staff, parents, volunteers and visitors) regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance, understanding and inclusion.

Welton St Mary's CE Primary Academy plans to ensure accessibility of provision for all in our school community.

An accessibility plan will be drawn up to cover a three year period. The plan will be updated annually.

The Accessibility Plan will contain relevant actions to:

- Improve access to the **physical environment** of the school, adding specialist facilities where necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education.
- Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as other pupils. This covers teaching and learning and the wider curriculum of the school such as participation in after school clubs, leisure and cultural activities or school visits.
- Improve and make reasonable adjustments to the delivery of the **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, timetables, textbooks, information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.

The action plan for physical accessibility relates to the Access Audit of the school, which is undertaken regularly. It may not be feasible to undertake some of the works during the life of this accessibility plan and therefore some items will roll forward to subsequent plans. The audit will need to be revisited prior to the end of each three-year period in order to inform the new plan.

The plan will be monitored by the School Improvement Committee.

We acknowledge that there is a need for on-going awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.

In setting up the accessibility plan the school has set the following priorities:

- To provide safe access throughout school for all school users, irrespective of their disability
- To ensure that the teaching and learning environment and the resources used are suitable for all staff and pupils tailoring the requirements to suit individual needs.
- To provide training to all staff regarding the needs of disabled people and how to provide assistance to enable them to enjoy the school experience as fully as possible.

At Welton St Mary’s CE Primary Academy we are committed to establishing equality for all pupils, their parents, staff and other users of the school. This is reflected in our school aims and values. It is the responsibility of the whole school community to implement this policy in a manner which promotes the inclusive ethos of the school.

Access audit January 2021 – Reviewed December 2025

Improving the physical access to Welton St Mary’s CE Primary Academy

An access audit was carried out by site manager, SBM, SENCO and a number of recommendations made.

| Item | Activity | Timescale | Cost £ |
|---------|---|--|--|
| Signage | Appropriate signs for visually impaired - braille | end of academic year 2024 Completed on doors | Estimated £5000 but will look at replacing exiting signage ongoingly ensuring it is included going forward and purchasing a braille labelling machine in short term. |

Improving the curriculum access at Welton St Mary’s CE Primary Academy

| Target | Strategy | Outcome | Responsibility | Timeframe | Achievement |
|--------|----------|---------|----------------|-----------|-------------|
|--------|----------|---------|----------------|-----------|-------------|

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|---|---|--|--|--|---|
| Training for teachers on adaptations to the the curriculum Dyslexia Autism ADHD Sensory Impairment Epilepsy | Undertake audit of staff training requirements | All teachers are able to more fully meet the requirements of children's needs with regards to accessing the curriculum | SENDCO | Programme of training through year whole staff and bespoke training is planned and delivered every year | Every member of staff, a teacher of SEND |
| Whole school to have a basic understanding of Makaton and use of Dual coding | Implement basic symbols around the vision and daily routines Programme of Makaton in place from January 2026 as part of the curriculum for children who are preverbal. | All children able to access | SENDCO | Ongoing | Every member of staff and child to use the basic signs. |
| All out of school activities are planned to ensure, where reasonable, the participation of all pupils | Risk Assessments, member of staff visits prior to trip | All children able to access | SLT Education Visits Coordinator PE Lead SENDCO | Ongoing | All children experience trip |
| A Hearing loop is installed in the hall | Consideration given to accessibility to larger spaces in school | All children and staff have access | SENDCO and Finance Operations Manager | End of academic year 2026 | All staff are able to access the learning in the hall. |
| Classrooms are organised to promote the participation and independence of all learners | Consideration given to classroom environments for SEND | All children able to learn | Teachers SENDCO | Ongoing | Progress of learner |

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|---------------------------------------|--|--|--------|---------|--|
| Development of the Thrive Hive | The Thrive Hive (link below) | All children are able to access their curriculum in a space suited to their needs, feel a sense of belonging and thrive. | SENDCO | Ongoing | All children accessing the Thrive Hive have made measurable progress |
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<https://weltonstmarysacademy.co.uk/wp-content/uploads/Policies/Special%20Educational%20Needs%20and%20Disabilities/Thrive%20Hive%20Policy%20March%202025.pdf>

Improving the delivery of written information at Welton St Mary's CE Primary Academy

| Target | Strategy | Outcome | Responsibility | Timeframe | Achievement |
|--|---|--|-----------------------|------------------|------------------------------------|
| Availability of written material in alternative formats when specifically requested, i.e. brochures, newsletters and other information for parents in alternative formats when specifically requested | School to make itself aware of services available for converting written formats into alternative formats | Everyone able to access written materials as and when needed | School | When needed | Everyone has access to information |