The Phoenix Federation School Accessibility Policy and Plan 2026

At The Phoenix Federation we are aware of our duty under the Equality Act 2010 to:

- Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under this Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

The purpose of the accessibility plan is to fulfil all of the above. Phoenix Federation is committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their age, education, physical, sensory, social, spiritual, emotional and cultural needs. We also challenge negative attitudes about disability and accessibility and promote a culture of awareness, tolerance and inclusion.

- The Accessibility Plan will contain relevant actions to: Improved awareness of Equality and Inclusion.
- Improve access to the physical environment of the school, adding specialist facilities as necessary.
- Increased access to the teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits.
- The provision of specialist aids and equipment, which may assist pupils in accessing the curriculum.
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school and school events. The information should also be made available in various preferred formats within a reasonable time frame.

Target	***Strategies***	***Timeframe***	***Success Criteria***
<u>Equality and Inclusion</u>			
Accessibility plan and equality statement to become an annual agenda item at Governors Meetings.	Clerk to Governors add to list.	Annually	Governor's minutes plan on school website.
Annual training to ensure staff aware of facilities that are in school for our children and any new amendments.	SENDCO to lead school-based meeting to ensure staff aware of children with disabilities and their needs	Annually	Staff fully informed and children fully included in school life.
Physical Environment			
Ensure all existing equipment for disabled pupils is checked at least annually.	Premises Manager to ensure all equipment checked and certificates of maintenance stored.	At least annually	Children safe
To ensure staff trained in the use of such equipment by physio's and OT's	Training and ensuring equipment adapted to the child in question.	As appropriate	Children and staff safe when equipment used.
Ensure any 'new build' project complies with all disability regulations and	Project Manager, when appointed, will ensure compliance with building regulations regarding DDA.	When needed	New construction compliant

is accessible for all.			
Curriculum			
Continue training for teachers and support staff on different aspects of SEN	Programme of both internal and external INSET	As appropriate	Staff able to adapt the curriculum to the needs of their children. All children make good progress.
To ensure all children are able to access all school trips and residential visits.	Risk assessment for all trips include (if needed) access for disabled pupils both for travel and while at venue. School minibus to be used if travel cannot be arranged.	For all trips	All children go on all trips.
To ensure all children are able to access after school clubs.	As far as possible to ensure all after schools can accommodate children with disabilities. To discuss with parents transportation home if school bus missed. Children who have 1 to 1 in school would need an adult to attend to ensure safety and accessibility. Adults must be DBS checked.	Termly As appropriate	All children can fully participate in school life.
To provide specialist equipment to ensure children fully participate in all learning and social activities.	PE specialist equipment - staff to be trained annually. SENDCO to ensure all other equipment is ordered and children's needs are met.	Annually	Curriculum is balanced with PE also including Paralympic sports. Children have specified equipment to access learning and dining at school.
Written/ Other Information			
To ensure parents and other members of school community can access information and attend school events	Written information to be provided in alternate formats when requested. School is wheelchair accessible.	As needed	Parents fully informed about school news and updates. School is already fully accessible for adults and children with disabilities.

To ensure all signage in place and children with a disability have an evacuation plan.	All signage around the school visible to all. - Premises Manager Yellow markings on outdoor steps painted annually. PEEP in place and reviewed annually as children change class- SENDCO.	As needed Annually	Fire routes etc are clear to all. Edge of stairs safe for children with visual impairment. Evacuation plans completed annually, and staff involved aware of procedures.