



Hardmoor Early Years Centre– Accessibility Plan

This plan is drawn up in accordance with the responsibilities as set out in the Equality Act 2010 and the Disability Discrimination Acts 1995 & 2005.

Definition of Disability as defined by the Disability Discrimination Act (DDA) 1995:

A person has a disability if he or she has a physical or mental impairment that has a substantial long-term adverse effect on his or her ability to carry out normal day to day activities.

The Equality Act 2010 states:

An accessibility plan is a plan for, over a prescribed period—

- (a) increasing the extent to which disabled pupils can participate in the school's curriculum,*
- (b) improving 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, and*
- (c) improving the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.*

Leadership Statement

The Governors and Leadership team at Hardmoor Early Years Centre are aware of their responsibility to continue to monitor the physical environment of the Centre premises and access to the curriculum and information for parents of children with SEND. The Governors and Leadership team will continue to improve this environment whenever possible, to enable children and adults with disabilities to take better advantage of education, facilities and services. This will be managed by regular reviews, alongside close monitoring of any changes to the needs of any current user of the school, and the needs of new children, parents and staff.

Principles

Compliance with the DDA and Equality Act is consistent with the Centre's aims, equal opportunities policy, Local Offer and SEND policy:

- not to discriminate against children in their admissions and exclusions, and provision of education and associated services
- not to treat disabled children less favourably
- to take reasonable steps to avoid putting disabled children at a substantial disadvantage
- to publish an Accessibility Plan

In performing their duties, governors and staff will have regard to the Equality and Human Rights Commission (Equality Act 2010).

The Centre recognises and values parents' knowledge of their child's disability and its effect on their ability to carry out activities. The Centre respects the parents' rights to confidentiality.

The Centre provides all children with a broad and balanced curriculum, differentiated and adjusted to meet their needs and preferred learning styles, all in accordance with the EYFS.

Delivery of the curriculum – Hardmoor Early Years Centre will continue to seek and follow the advice of the LA, external and federation experts, such as specialist teacher advisors and health professionals regarding meeting individual children's needs (as detailed in our Local Offer and SEND policy)

Physical environment – Hardmoor Early Years Centre will take account of children's and other users with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises.

The Centre has a sensory garden.

Provision of information in other formats – Hardmoor Early Years Centre will take advice from the LA, external and federation experts for providing information in alternative formats when required and requested.

Overview of Current Physical Environment

The Centre is a single-storey building containing 4 classrooms, a main hall, kitchens, staff room, offices and a meeting room. All rooms are easily accessible, including the school hall.

Toilets are well distributed with each base having their own facilities plus additional toilets in the main office corridor and next to the staff room. An accessible toilet for adults is available.

The office reception area has automated double doors. Doors to all the classrooms from external areas are double or large enough to accommodate standard wheelchairs. The grounds are level and easily accessible. Blue metal fencing clearly segregates the car park and the service road from pedestrian walk ways.¹

The main car park has two disabled parking spaces, these being the closest places to the Centres entrances. The main entrances both have ramped access/dropped kerbs. Where applicable, the Centre will endeavour to make changes to the building to meet the needs of individual children and staff.

Associated Checking Procedures

Hardmoor Early Years Centre is vigilant in its approach to Health & Safety. Its policies relating to Health & Safety are regularly re-assessed and take account of those with disabilities.

A Fire Risk Assessment is undertaken by a recognised body 5 yearly and is reviewed annually by the Site Manager. All assessments and reviews consider issues fundamental to accessibility. Children and staff with mobility issues have a Personal Emergency Evacuation Plan in place.

All staff regularly check the physical environment for health and safety; this is the main role of the Site Manager by means of daily checks and staff know how to report any hazards seen. The Governor with a lead for Health and Safety conducts a termly H&S Inspection and completes a template.

Linked Policies and Plans

- SEND Policy
- Local Offer
- Equal Opportunities Policy
- Health & Safety Policy
- Safeguarding Policy

Date of this plan: Reviewed September 2019

Next review: September 2021
