

Penshurst Primary School Accessibility Plan Annual Review 2025-2026



Aim 1				
Increasing the extent to which learners with disabilities can participate in the school curriculum and access the physical environment of the school.				
Outcome	Action	Time	By whom	Evaluation to Date (Sep 2025)
To ensure that the school complies with the Equality Act 2010 by ensuring all policies outline practice and procedure	Review all statutory policies to ensure that they reflect inclusive practice and procedure.	Ongoing	SLT Trust policy creators	All school policies reviewed and updated in line with the school review calendar. Minutes from review meetings with members of the Governing Body are available. School policies are available on the school website.
To ensure that all learners have full access to the curriculum	Monitor teaching and learning to ensure all learners are being offered: <ul style="list-style-type: none"> • An inclusive curriculum, adapted as required • A range of support to meet individuals needs • Multimedia and ICT opportunities that support most curriculum areas • Specific equipment sourced from Occupational Therapy/S&PTs (where appropriate) • Ensure that staff receive any training required to support learners' needs and enable access to the curriculum. 	Ongoing	SLT/ SENCO	Regular monitoring considers scaffolding, the use of ICT, other physical resources, and the use of support staff.
To ensure that the needs of all learners, parents and staff with a disability are represented within the school	Promote the involvement of students with disabilities in all aspects of the curriculum through the use of equipment and/or staff. Raise awareness of disabilities through teaching and learning by creating positive images of disability within the school. Posters displaying Protected Characteristics displayed in all classrooms around school.	Ongoing	All Staff	The school website evidences learning experiences from all learners across the school, as do displays and may be presented in different ways, such as audio and visual, if appropriate.

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Aim 2 Improving the delivery of written information to learners, staff, parents, and visitors with a disability in an appropriate format.				
Outcome	Action	Time	By whom	Evaluation to Date (Sep 25)
Availability of written material in alternative formats when specifically requested.	Alternative formats to be made available to parents as and when requested.	Ongoing	SENCO	Ongoing. Alternative formats are available when requested.
Make available School newsletters and other information for parents, in alternative formats when specifically requested.	Digital and hard copies of the newsletters to be always made available to parents.	Ongoing	Admin Staff	Digital images, videos and written work are available on the school website and through X. Alternative copies are available to parents on request. Much of this product is audio and visual. Text is purposeful and accessible.
Review documentation with a view to ensuring accessibility for learners.	The Local Governing Body review policies as required to ensure the needs of all learners are met.	Termly meetings	SLT	Minutes from meetings to review policies available. Policies discussed ensure the needs of all learners are met.
Raise the awareness of adults working at and for the school on the importance of good communication systems.	Staff induction meetings, induction policy, and appraisals to include a focus on the importance of good communication systems for parents.	Ongoing	SLT	Induction procedures for all new staff. Effective checking of all written communication prior to distribution. Formal parents' meetings and informal discussions are all undertaken with success.

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Aim 3

Improving the physical environment of the school to increase the extent to which learners with disabilities can take advantage of their education and associated services.

Outcome	Action	Time	By whom	Evaluation to Date (Sep 2025)
To enable the needs of learners with disabilities to be met where possible	Consider the needs of learners, staff and visitors with physical and sensory difficulties when planning and undertaking future improvements and refurbishments of the school site.	Ongoing	SLT	All staff and learners with needs have adaptations where possible to ensure their physical and sensory needs are met.
To ensure that the medical needs of all learners are met fully within the capability of the school	To work with parents, learners, and external agencies to identify and access training needs and establish protocols where needed. Medical plans are put in place as required and reviewed by parents at least annually if not before. Staff receive any training required to support learners' medical needs.	Ongoing, to be constantly reviewed	SENCO	All learners with medical needs identified and supported within the school. School, parents and agencies working together to continually meet their needs.
To ensure parents with disabilities have every opportunity to be involved	To adopt a proactive approach to identifying the access needs of parents with disabilities, including where necessary: <ul style="list-style-type: none"> • Arrange interpreters from the RNID to communicate with deaf parents • Arrange meetings with parents to explain and go through written communications • Ensure that they can access the school site as required • Provide online meetings for parents, if preferred 	Ongoing	All staff	All parents supported to access the school as necessary.