

Millfields Nursery School

Disability and Access Policy

It is the overall aim of Millfields Nursery School to do all that is reasonably possible to ensure that the school's facilities, services, culture, policies and procedures are made accessible to pupils, staff members and visitors who have disabilities, and to comply with our moral and legal responsibilities under the Equality Act (2010-Amended May 2014), SEN Code of Practice 2014 and Supporting Pupils with Medical Conditions Sept 2014.

The nursery positively promotes equal opportunities and shall exercise no discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion or sexual orientation in the admission of **children** or the appointment or promotion of **staff** or the treatment of **parents, visitors and Governors**.

NB: A person is defined as having a disability if they have a physical or mental impairment, which has a "substantial and long-term adverse effect" on their ability to carry out normal day-to-day activity (Equality Act 2010).

Access to School

We will make every **reasonable adjustment** in order to accommodate the needs of pupils, parents/guardians, visitors and members of staff who have disabilities.

The nursery aims to ensure that all children achieve their full academic potential in a caring environment and that no child is disadvantaged because of a disability in their admission to, and participation in, the learning environment of the Nursery and in demonstrating that they have progressed in the learning outcomes of the Early Years Foundation Stage.

There are many dedicated disabled parking bays around the site.

Access throughout the main school building is at one level. The main area of the nursery is open plan.

The door to the office has a glass panel and a low hatch for office staff to see visitors if they require assistance.

There is clear signage on the external gates of the school and a marked flat access path into school grounds. There are double doors to the front of Millfields building.

There is a disabled toilet which is accessible by all users. There is a red pull cord to alert the need of assistance.

Admissions

Parents/guardians of prospective pupils must notify the school of any disabilities and must discuss with the school what adjustments could reasonably be made to accommodate their child.

In particular, the school will do all it reasonably can to ensure that the child can, with reasonable adjustments, access the curriculum, whether in the classroom or through other means. The school also expects all of its pupils to participate in sports, music, drama, trips and expeditions as part of its ethos of inclusiveness, but must ensure that no pupil's education or safety is put at risk by the needs of another individual.

Pupils

Parents/guardians must, as soon as possible, disclose to the school in confidence any known medical condition, health problem or allergy affecting an existing pupil. Where appropriate, the Head Teacher or Teacher shall set up a consultation process so that interim measures can be put in place to support the pupil, and that longer term requirements may be determined. The school will, to the best of its ability, make such adjustments as are reasonably practicable to allow a pupil to continue at the school.

Staff Members

The school recognises that medical and psychological conditions in staff members may require adjustments to be made to the way in which they are employed.

Staff members must, as soon as possible, disclose to the school in confidence any known medical condition or health problem. Where appropriate, the Head Teacher shall set up a consultation process so that interim measures can be put in place to support the staff member, and that longer term requirements may be determined. The school will, to the best of its ability, make such adjustments as are reasonably practicable to allow a staff member to continue at the school.

Reasonable Adjustments

The school shall endeavour to make reasonable adjustments to aid a prospective or existing pupil/staff member. Such adjustments may include (but not limited to):

Specialist seating or any other relevant classroom resources or equipment.
Using signs in braille or yellow makers to aid visually impaired.

In defining what is reasonable, the school shall take into account:

- The cost and feasibility of making specific alterations to the school premises;
- Implications on financial resources and the likelihood of any external funding being available to offset this;
- Staffing requirements;
- Health and safety considerations;
- The interests of pupils, staff and visitors.

September 2023

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Targets	Strategies	Outcome	Timeframe	Achieved
Equality and Inclusion				
To ensure that the accessibility plan is regularly discussed at Governing Body meetings	Including in regular agenda	Adherence to legislation	Annually	
To improve staff awareness of disability issues Review staff training needs.	Provide training for members of the school community as appropriate	Whole school community are aware of all issues	On-going	
To ensure that all policies consider the implications of disability access	Consider during review of policies	Policies reflect current legislation	On-going	
To ensure that any child recovering from serious medical condition has minimal risk of contracting infections while in school	Parents to be reminded of the need to inform the school about infections	School is informed by parents of any infections	On-going	
Physical Environment				
To ensure that, where possible, buildings and grounds are accessible for all children and adults	Audit of accessibility to building and grounds to be carried out. Suggest actions as budget allows	Modifications made as appropriate	On-going	
Additional	Audit of the	Modifications	On-going	

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resourced room available to support children with high level of need	best use of facilities	made as appropriate		
Curriculum				
To continue to train staff to enable them to meet the needs of children with a range of SEN	SENCo to review the needs of children and provide training/support as appropriate	Staff can enable all children to access the curriculum	On-going	
To provide specialist equipment to promote participation in learning by all pupils	Assess the needs of the children across the Nursery and where appropriate provide equipment as needed	Barriers to learning will be reduced or removed, enabling children to achieve their full potential	Annually	
Written / other information				
To ensure that all parents and other members of school community can access information	Written information will be provided in other formats as necessary e.g. large print, coloured paper Where necessary support will be given to parents who cannot access the written content	Written information will be provided in other formats as necessary e.g. large print, coloured paper	As needed	