

'From Acorns to Oaks: Learning and Growing Together.'

Accessibility Plan March 2025



Vision Statement Our School Vision

At our school, we embrace creation in our rural setting, striving to learn, contribute and achieve.

As #TEAMELHAM, we respect, support and inspire each other.

We are a community that holds each other to high standards, helping everyone to be the best they can be, held safe in the loving hands of God.

Our Narrative

New Living Translation John 6:5-14 Jesus Feeds the Five Thousand

5 Jesus soon saw a huge crowd of people coming to look for him. Turning to Philip, he asked, "Where can we buy bread to feed all these people?" **6** He was testing Philip, for he already knew what he was going to do.

7 Philip replied, "Even if we worked for months, we wouldn't have enough money^[a] to feed them!"

8 Then Andrew, Simon Peter's brother, spoke up. **9** "There's a young boy here with five barley loaves and two fish. But what good is that with this huge crowd?"

10 "Tell everyone to sit down," Jesus said. So they all sat down on the grassy slopes. (The men alone numbered about 5,000.) **11** Then Jesus took the loaves, gave thanks to God, and distributed them to the people. Afterwards he did the same with the fish. And they all ate as much as they wanted. **12** After everyone was full, Jesus told his disciples, "Now gather the leftovers, so that nothing is wasted." **13** So they picked up the pieces and filled twelve baskets with scraps left by the people who had eaten from the five barley loaves.

14 When the people saw him^[b] do this miraculous sign, they exclaimed, "Surely, he is the Prophet we have been expecting!"^[c]

Elham Church of England Primary School

Elham Church of England Primary School is a Church of England Voluntary Aided Primary School catering for children between the ages of 4 and 11 years. The school prides itself on being a church school with 6 specific values (perseverance, humility, wisdom, faithfulness, kindness and forgiveness) based on the fundamental beliefs in one God, Jesus Christ, the Holy Spirit and the Anglican tradition.

What is the duty?

Schools have had disability equality duties since the Disability Discrimination Act 1995 (DDA) and The Equality Act 2010. These duties require schools to avoid discrimination in relation to staff employment and the provision of non-educational goods, facilities and services.

The Disability Discrimination Act 2005 (DDA) amends the DDA 1995 and places a duty on all public authorities, including schools, to have due regard to:

- The need to eliminate discrimination that is unlawful under this Act;
- The need to eliminate harassment of disabled persons that is related to their disabilities;
- The need to promote equality of opportunity between disabled persons and other persons;
- The need to take steps to take account of disabled persons' disabilities, even where that
Involves treating disabled persons more favourably than other persons;
- The need to promote positive attitudes towards disabled persons; and
- The need to encourage participation by disabled persons in public life.

The sum of the above is the 'duty to promote disability equality' or the 'General Duty'.

Who is covered by the duty?

Disability is defined under the DDA 2005 as:

'A person has a disability if (s/he) has a physical or mental impairment which has a substantial and long term adverse effect on (his/her) ability to carry out normal day-to-day activities'.

This will include those with disfigurement, people living with cancer, people with a progressive condition e.g. HIV or multiple sclerosis, people with learning disabilities/difficulties, people with sensory impairments e.g. deaf people and/or people with visual impairment. People with mental health conditions and those with long-term medical needs will also be included e.g. epilepsy or diabetes.

The Equality Act 2010 was introduced to combine the Sex Discrimination Act 1975, Race Relations Act 1976 and Disability Discrimination Act 1995. Previously public bodies were bound by these three sets of duties to promote disability, race and gender equality.

In April 2011 these were replaced by a single public sector equality duty (known as the PSED or the equality duty).

If you were subjected to unlawful treatment (eg discrimination, harassment or victimisation) before 1 October 2010, the Equality Act won't apply. Instead, you'll be covered by the legislation that was in force at the time.

Who is responsible for meeting the duty?

All schools are covered. The responsible body within Elham Church of England Primary School is the Governing Body.

Purpose of the accessibility plan

- The accessibility plan will plan for: -
The Accessibility Planning Group -
Membership consists of:
- Headteacher
 - Governor
 - Parent/carer representative
 - Support staff
 - Input should be sought from pupils via School Council

Note: It may be appropriate to seek advice from other professionals and members of the local community.