



Accessibility Policy & Plan

Person Responsible:	Mrs H Mukherjee	Frequency of Review:	1 Year
Authorisation By:	Headteacher	Notice Date:	20/09/2026
Authorisation Date:	20/10/2025	Review Due By:	20/10/2026

1 Introduction

The Equality Act 2010 came into force on 1 October 2010 and replaced all existing equality legislation.

2 Background

At Upper Wharfedale School we have created an inclusive community in which each person is respected and recognised as of equal value. We aim to ensure that everyone remains safe and stays healthy, whilst at the same time enjoys and Introduction.

3 Equal value

Everyone at Upper Wharfedale School has equal value. The policy of equality is based on the principle of respect for the individual and is inclusive of the students with physical or sensory impairments, communication, learning, social, emotional or mental health difficulties. It also addresses each person's unique, intellectual, physical, spiritual, emotional and social needs.

The school community works together to create an atmosphere in which each member can grow and flourish regardless of gender, colour, ethnic origin, nationality, age, socio-economic background, disability, religious or political beliefs, family circumstances, sexual orientation or other relevant distinction.

All students have access to a broad and balanced curriculum and to a range of extra-curricular experiences.

Upper Wharfedale School will continue to develop its ability to provide an inclusive, accessible environment for students, staff, parents and members of the local community. It aims to meet the five outcomes of the Children Act (2004) and has regard to:

- promote equality of opportunity
- eliminate unlawful discrimination
- eliminate disability-related harassment
- promote positive attitudes to people with disabilities
- encourage the participation of people with disabilities

4 The role of key personnel

4.1 Governors

The Governing Body monitor and review the SEND policy and the Accessibility Plan on a regular basis and ensure the school's inclusion of students with disabilities meets all aspects of the law.

4.2 Senior Leadership Team (SLT)

The Headteacher and other members of the SLT ensure that all policies, practices and provision have regard to the Disability Equality Duty and the Equality Act 2010 which extends protection from discrimination to those with 'protected characteristics'. The Headteacher and SENCO are responsible for ensuring the implementation of all policies and the full development of a strong ethos of inclusion within all aspects of school life.

4.3 Staff

It is the duty of all staff and everyone working in the school to implement the policies and continue to develop inclusive processes and practices.

5 Complaints

Parents and staff may access the school's Complaints Procedure which is available on the website. Students may go through their Form Tutor/Student support team or members of the Student Leadership team.

6 The Accessibility Plan

Upper Wharfedale School will produce an Accessibility Plan which will address the requirements of the Equality Act 2010 (which are the same duties as previously existed under the DDA) and show how the school is strategically planning to:

- Increase the extent to which disabled students can participate in the curriculum;
- Improve the physical environment to enable those with disabilities to take better advantage of education, benefits, facilities and services provided; and
- Improve the availability of accessible information to those with disabilities.

7 Definition of Disability

A person is disabled if they have a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day to day activities. A physical or mental impairment includes learning difficulties, mental health conditions, medical conditions and hidden impairments such as dyslexia, autism and speech, language and communication impairments (Equality Act 2010).

The school will ensure that adequate resources are provided for implementation of the plan and the plan will be reviewed regularly.

The school will also ensure that:

- It does not treat disabled students less favourably for a reason related to their disability.
- It makes reasonable adjustments for disabled students so that they are not at a substantial disadvantage.
- It will plan to increase access to education for disabled students, where such improvement to access has been identified.

8 Physical environment

The school will take account of the needs of students and other users with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site such as improved access, lighting, acoustic treatment and colour schemes and more accessible facilities and fittings.

9 Provision of information in other formats

The school is able to provide information in alternative formats such as email, enlarged print version and other formats by arrangement.

10 Linked policies:

Access & Inclusion (SEND)

Disability Equality Scheme

Equality, Diversity & Community Cohesion

11 Single Equality / Accessibility Action Plan 2024-25

ACTION:	Increase confidence of staff in differentiating the curriculum and ensuring accessibility for all students at Wave 1 (Universal) Quality First Teaching.			
SUCCESS CRITERIA:	<ul style="list-style-type: none"> • Raised confidence of staff in strategies for differentiation and increased student participation. • Raised confidence of LSAs as above. • All staff aware of individual student access needs. • Student's positively recognising and respecting diversity. 			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Use a graduated approach of (Assess, plan, do, review) to ensure access for all students across the curriculum. 	SENCo/Inclusion Coordinator	July 2026	SENCo/Inclusion Coordinator	September 2022: KS3 - Baseline reading and spelling assessments to inform planning and differentiation.
<ul style="list-style-type: none"> • Ensure all staff receive training in best practice. 	Headteacher/Assistant Headteacher	July 2026	Headteacher	Learning walks by Inclusion Coordinator/SEN Support, HM carried out and feedback given to staff/faculties.
<ul style="list-style-type: none"> • Bromcom includes information on students with SEND. 	Staff	July 2026	Headteacher	Learning walks by SLT carried out and feedback given to staff/faculties as appropriate. Use ongoing.
<ul style="list-style-type: none"> • Data/reading/spelling ages and further information to inform teaching and learning and differentiate by outcomes. 	Staff	July 2026	Headteacher	Learning walks by SLT carried out and feedback given to staff/faculties.
<ul style="list-style-type: none"> • Classrooms are dyslexia friendly. 	Staff	July 2026	Designated Governor	Learning walks by Inclusion Coordinator/SEN support, SB.
<ul style="list-style-type: none"> • Student Support Plans, available to all staff. 	Inclusion Coordinator Staff	July 2026	SENCo/Inclusion Coordinator	LSA lesson observations/'drop-ins' at Wave One Universal provision by Inclusion Coordinator and/or SEN Support, HM, with specific focus on provision for SEND inc differentiation and EHCP outcomes in all and/or identified areas of need. All documentation links to EHCPs.

ACTION:	Ensure Teachers and LSAs have access to specific training on SEND issues.			
SUCCESS CRITERIA:	<ul style="list-style-type: none"> • Raised confidence of staff in strategies for differentiation and increased student participation. • Raised confidence of LSAs as above. • All staff aware of individual student access needs. • Student's positively recognising and respecting diversity. 			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Ensure specific training for LSAs which is tailored to meet students' needs and outcomes as described in EHCPs. 	SENCo/Inclusion Coordinator	July 2026	Headteacher	<ul style="list-style-type: none"> • Collaboration with multi agency services for advice, to establish caseload and models of support. • Liaison with parents/carers.
<ul style="list-style-type: none"> • External agencies advice and recommendations implemented. 	Headteacher	July 2026	Headteacher	<ul style="list-style-type: none"> • Collaboration with LA colleagues.
<ul style="list-style-type: none"> • Role of the LSA in teaching and learning. 	SENCo/Inclusion Coordinator	July 2026	SENCo	<ul style="list-style-type: none"> • Twilight training opportunities for staff (including Safeguarding, Prevent, SEMH, attachment, autism). • Pastoral /first aider training re specific health needs facilitated by Health team; Diabetes, Addisons, dietetic nurse. • LSA training re VI support. • Technical support for IT manager re programmes, modifications and appropriate hardware from VI service. • LSA completion of CPD skills audit and reference to LSA standards to determine individual training needs. • Epipen training refresher to be considered • Use of Tuesday breifings
<ul style="list-style-type: none"> • Using SEND data to promote best outcomes for students. 	SENCo/Inclusion Coordinator	July 2026	SENCo	
<ul style="list-style-type: none"> • LSA access to TA Networks and appropriate courses. 	SENCo/Inclusion Coordinator	July 2026	SENCo	
<ul style="list-style-type: none"> • Induction training for new LSAs. 	SENCo/Inclusion Coordinator	July 2026	SENCo	
<ul style="list-style-type: none"> • Inclusion Coordinator attend LA SENCo Networks to keep abreast of LA and national developments. • Inclusion Coordinator to attend locality SEND network meetings as appropriate to further develop links, share good practice. 	SENCo/Inclusion Coordinator	July 2026	SENCo	
<ul style="list-style-type: none"> • Maintaining resources 'library' for LSAs and teachers. 	SENCo/Inclusion Coordinator	Ongoing	SENCo	Resource folder accessible to all staff
<ul style="list-style-type: none"> • Subscription to SEN Magazine 	SENCo/Inclusion Coordinator	July 2026	SENCo	Regular updates shared alongside useful articles

ACTION:	Ensure all staff are aware of and plan for students with SEND to ensure their progress.			
SUCCESS CRITERIA:	<ul style="list-style-type: none"> • Raised confidence of staff in strategies for differentiation and increased student participation. • Raised confidence of LSAs as above. • All staff aware of individual student access needs. • Student's positively recognising and respecting diversity. 			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Use Bromcom information to share good practice for students with SEND. 	SENCo/ Inclusion Coordinator	July 2026	Headteacher	<ul style="list-style-type: none"> • Student Support Plans are regularly updated for students with SEND.
<ul style="list-style-type: none"> • Embed systems for information to be shared readily with all staff, to enable them to inform teaching and learning and differentiation. 	LL, Curriculum Leaders	July 2026	SENCo / Inclusion Coordinator	<ul style="list-style-type: none"> • Action Plans developed for the autumn, spring, and summer term to inform next steps planning. • Monitoring SEN data and updating SEN registers with links to student information and learning styles/needs e.g. autism, dyslexia, medical, vulnerable, SEN, MAGT registers. • "Lesson drop ins" and observations. • Access Arrangements in place for identified students. • LSAs provided with laptops to facilitate information sharing, and to support students in lessons. • LSA Focus Group embedded in school to focus teacher/ LSA liaison and to support information sharing and events: Christmas family lunch planned following staff/student fund raising linking with community projects; Skipton Food Bank, Refugees. • Bromcom with SEND information and subsequent provisions available in all lessons.
<ul style="list-style-type: none"> • Ensure that all medical information is shared and acted upon according to policy. 	Inclusion Coordinator	July 2026	SENCo / Inclusion Coordinator	<ul style="list-style-type: none"> • All medical administration according to revised "Supporting Students with Medical Conditions" policy.

ACTION:	All students will be valued and included as members of the school community, recognised for their personal strengths regardless of gender, sexual orientation, religion and/or race.			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> Assemblies to promote inclusion and tolerance of others. 	SLT	July 2026	Assistant Headteacher	<ul style="list-style-type: none"> Assemblies for the full academic year planned on anti-bullying/different cultures/diversity/drug awareness/young carers/ disability.
<ul style="list-style-type: none"> Anti-bullying week implemented in school. 	SLT	July 2026	Assistant Headteacher	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Establish ethos of consideration for others and having positive attitude to learning through displays, assemblies, visiting speakers, trips and visits which enhance SMSC. 	HM	July 2026	Headteacher	<ul style="list-style-type: none"> Student Council contributes to awards evening. A2L rewards system and celebration of success.
<ul style="list-style-type: none"> Embed SMSC across whole school curriculum. 	SLT	July 2026	Assistant Headteacher	<ul style="list-style-type: none"> Lesson plans demonstrate opportunities for SMSC.
<ul style="list-style-type: none"> Ensure that all students with and without SEND can embrace opportunities for educational trips and visits in order to broaden their experience of other cultures and events in history. 	Form Tutors, Student Support Manager	July 2026	Assistant Headteacher	<ul style="list-style-type: none"> Educational visits to Iceland, Poland and France. Residential Outdoor Education visit. Various educational visits available and link to curriculum. Extra-curricular activities, including sports, available and accessible to all students. Use of Pupil Premium to enable student participation in activities. Track number of SEND students experiencing educational trips and visits
<ul style="list-style-type: none"> Displays, books and notice boards represent diversity. 	SLT	July 2026	Assistant Headteacher	<ul style="list-style-type: none"> Corridor display boards regularly updated to show achievements/success of famous people with disabilities / gender variation.

ACTION:	Ensure students with SEND participate equally in after school and lunch time activities.			
SUCCESS CRITERIA:	<ul style="list-style-type: none"> • All staff confident and consistent in range of differentiation strategies and use of alternative recording. • Students with disabilities confident and able to participate equally in out of school activities. • All staff work from a disability equality perspective. • Increased confidence of staff in developing their curriculum area accessibly. • Increased involvement of LSAs in planning and evaluation of lessons. 			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Provide a safe place for vulnerable students to access during unstructured times. 	Inclusion Coordinator	July 2026	Headteacher	<ul style="list-style-type: none"> • Oasis Club for vulnerable students and those with SEND (but open to most students). Inclusion Coordinator identifies and collaborates with LSA team to support these students with a range of games and activities. • All clubs, open to all including those with SEND.
<ul style="list-style-type: none"> • Organise inclusive activities open to all students but with a particular focus on SEND. These activities will encourage social integration and constructive use of leisure time. 	SENCO/ Inclusion Coordinator	July 2026	SENCo	<ul style="list-style-type: none"> • Support for homework is also available in Oasis Club. • Buddy Club • Social Skills Group as necessary. • Craft Club • Lego Club. • DofE Award. • Swim fit Club. • Chess Club.

ACTION:	Ensure physical access for all students and staff, including those with SEND.			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> Adapt resources/classroom setting for students with SEND where appropriate. 	SLT / SENCo / Teaching Staff	July 2026	Headteacher	<ul style="list-style-type: none"> All of the school is fully accessible apart from the stage/school kitchen. (Adaptations could include showing the menu to a student and a peer or LSA collecting the meal). Resources enlarged/modified as per guidance from VI service. Resources and guidance from HI, Autism outreach, P.D, SaLT services re. Good practice are/is shared and implemented. Recommendations circulated to all staff in order to promote effective support and inclusion. Specialist resources sourced to enable students to work independently including specialist food tech equipment. Individual Health Care plans in place for students where appropriate. Risk Assessments in place for students where appropriate. Students screened for visual stress as necessary. SpLD resources available in all classrooms. Technology enhanced learning resources available to support participation e.g. word processors, Kindles, voice recognition software, text readers. Accessible toilet facilities available. Lift in swimming pool.
<ul style="list-style-type: none"> By individual negotiation according to need. 				
<ul style="list-style-type: none"> Advice from appropriate agencies e.g. occupational health, VI Service, SaLT. 				

ACTION:	Develop system for involving LSAs in curriculum planning, teaching and learning with particular focus on the progress of students with SEND.			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Bromcom made available to LSAs in lessons. 	SENCo, Subject Teachers & LSA's	July 2026	Headteacher Designated Governor	<ul style="list-style-type: none"> • LSA timetabled for additional 30 minutes weekly to facilitate liaison with teachers, attend joint briefings. • LSAs have laptops to enable more immediate communication with teachers and access to relevant data.
<ul style="list-style-type: none"> • Further embed joint teacher/ LSA planning and evaluation opportunities. 				<ul style="list-style-type: none"> • LSA appraisals linked to whole school development plan and LSA standards. LSAs have specific standards within specialist areas. This will be monitored and evaluated as part of the Performance Review cycle.

ACTION:	Welcoming and accessible environment for parents, carers and community users along with other visitors.			
ACTIONS TO ACHIEVE THE SUCCESS CRITERIA	PERSONS RESPONSIBLE	TIMESCALE	MONITORING	NOTES ON PROGRESS
<ul style="list-style-type: none"> • Ensure the school environment is welcoming, signage is clear and appropriate facilities are available. 	SL & SLT	Ongoing	Headteacher	<ul style="list-style-type: none"> • Clear signage internally and externally. • Designated disabled parking spaces. • Accessible toilet facilities.
<ul style="list-style-type: none"> • Ensure information is accessible to all. 	SENCo		Headteacher	<ul style="list-style-type: none"> • All communication can be made available in different formats upon request e.g. orally through translation in to other languages, BSL etc. • The UWS SEN Information Report (Local Offer) is published on the school website. • Pupil and parent voice sought as appropriate.