Wormholt Park School Disability Equality Scheme / Accessibility Action Plan
Autumn 2026 - 2029

Article 23

You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.

	Target Strategies	Responsible	Completion	Desired Outcome
Pupil Achievement	Close monitoring of disabled pupils' achievement in: - Yearly tests or teachers' assessments analysis - Progress meetings - Annual Review meetings Ensure that all teaching staff of a disabled pupil are informed of adjustments being made. Ensure that all teachers and support staff working with disabled children receive training to understand the nature of the disability , what strategies help the child to learn and how to differentiate the curriculum	- All Class Teachers - Senco - Senco Training to be arranged by Head, Deputy or Senco	Ongoing	- Disabled pupils achieve full potential. - Intervention strategies as needed - Remedial actions are taken - Effective communication. - Pupil and Parent/Carer involvement.
Disability in the Curriculum	Review current curriculum to ensure that pupils experience positive role models of disabled people. Celebrate and highlight key events such as the Paralympics, Deaf Awareness Week Purchase copies of storybooks concerning disability issues appropriate for Foundation Stage, Key Stage 1 and Key Stage 2. Purchase storybooks in other languages concerning disability issues. Work with pupils to challenge stereotypes	- All teaching staff. - Senco - PSHE Lead - E.A.L. Lead - All staff	Ongoing Ongoing in response to intake and cohort Ongoing Ongoing	Diversity of curriculum includes positive perceptions of disability as part of the school's active role in developing caring, thinking individuals.

Teaching & Learning	Ensure appropriate differentiation in all lessons Delivery of targets monitored and evaluated.	- All teaching staff including Support staff - Senco - Class Teachers - Support staff	Ongoing Ongoing	Appropriate provision in place Increase in pupils' attainment
A Voice for Disabled Pupils	Include disability issues in the School Council's agenda Challenge stereotypes	Rights Respecting Co-ordinator	Ongoing	Pupils empowered in decisions about school life. All pupils aware of possible issues.
Removing Barriers	Review the school environment monthly to facilitate reasonable access Improve signage and external access – lighting from pedestrian gate to School Office Fit additional lighting in stairwell with fluorescent stair markings to assist child with visual impairment Ensure that all children with a disability can be safely evacuated by putting in place any plan that is specific to a child Classrooms are optimally organised to promote the participation and independence of all pupils Ensure corridors in main building are kept clear of trip hazards – coats and bags kept on hooks, chairs and ladders removed after use, etc. Interior lift to all floors - maintenance	Senco, Facilities Manager and SBM Head Teacher Site Manager Head Teacher Facilities Manager SBM Senco All teachers and support staff Consult Parents/Carers Class Teachers All staff Head Site Manager Senco	2026 - 2029 Installed, checked Ongoing, as required Half termly during regular drills Ongoing Ongoing	 All pupils, Parents/Carers and visitors to the school, including those with visual impairment will feel safe entering or exiting the school after dark Safety of all children and visitors during evacuation Access to all areas of the school for visitors with mobility issues or other disability precluding the use of stairs

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Community Use	Ways to gather information on disabled Parents/Carers will be explored, e.g. questionnaire	- Head Teacher - Class Teachers - Admin. Staff - Senco	Ongoing	- Access to school for Parents/ Carers interviews with Teachers to discuss pupils' progress will be provided.
	All community use will take into account access for disabled people. Ensure disabled parking bay is available to disabled driver	- Head Teacher - Governors - Senco - Site Manager	Ongoing	- Disabled people are able to access community events taking place within the school
	Ensure that information in alternative formats is available to Parents / Carers and visitors if required	- Head Teacher - Senco - EAL Teacher - Admin. staff	Continuous review	- Inclusion is increased
Harassment & Bullying	Ensure that there is no harassment or bullying of disabled people.	- All staff	Ongoing	Respect and understanding towards disabled people across all areas of the school community.
Disabled Staff	- Adjustments as necessary to be made to allow disabled staff to pursue employment in line with Hammersmith & Fulham H.R. guidelines.	- Head Teacher - Governors	Ongoing	- Accurate and confidential records allow adjustments to be made and opportunity within the application process.
	- All job applicants will be treated equally	- Head Teacher		- Necessary support and adjustments made where possible for staff
	- Keep confidential records of staff disclosures regarding disability	- Head Teacher - School Business Manager		

Medical and Personal Needs	Ensure that Health Care Plans are in place. Access to disability-friendly toilets for pupils, staff and visitors on ground floor	- Senco - Senior Admin Officer (main First Aider) - School Nurse	Ongoing	- Disabled pupils, their Parents / Carers are confident that their health and safety needs are being met - All involved in any care procedures or administration of medication feels comfortable
Extra-Curricular Activities	Ensure that opportunities for disabled pupils to be safely involved in extra-curricular activities and clubs are available	All staff	Ongoing	Disabled pupils are provided with opportunities to participate in extra-curricular activities where it is reasonable and practical to do so