

## 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.

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