



Accessibility Plan

Date adopted by the Board of Governors:	October 2025
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Statement of intent

This plan should be read in conjunction with the School Improvement Plan and outlines the proposals of the governing body of Bushbury Nursery School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has 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.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised regularly in consultation with:

- The parents/carers of pupils
- The headteacher and other relevant members of staff
- Governors
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

Planning duty 1: Curriculum

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Target	What	Who	When	Outcome	Review
Short term	Availability of written materials in alternative formats to support communication for pupils with restricted language.	Purchase multi lingual books and text covering a range of cultures, suitable for nursery age children. Ensure all staff have access to PECS symbols	Nur teacher/ SENCO	Autumn 2025	Children from all culture will be represent across the nursery.	Spring 2026
Medium term	To provide specialist equipment to promote participation in learning by all pupils	Assess the needs of each child on an individual basis, talk to parents and other professionals to establish what equipment is needed	SENCO/ RB Co-ordinator	As required	Learning environment is accessible to all disabled pupils.	Ongoing
	To continue to train staff to enable them to meet the needs of children with a range of SEND	SENCO/outside agencies to assess the needs of children and provide training/support as appropriate	SENCO/ RB Co-ordinator	As required	All children's needs will be met, staff will have a greater knowledge of the children's needs and they children will access the curriculum and reach their full potential	Ongoing
	A full complement of experienced staff	Advertise and employ appropriate staff at the Level required to meet the children's needs. Commission Supply Agencies where needed. Continue the secondment of the Resource Base Co-ordinator and Level 3 TA.	HT/Nurs teacher	As required	All SEND pupils will have the support from dedicated staff enabling them to access the EYFS curriculum.	Ongoing
Long term	To be able to offer the 30 hour provision to disabled children.	After assessment if appropriate a 30 place will be available for disabled children. Secure inclusion funding.	HT/BM	Ongoing	All children who's parents qualify will have the opportunity to access the 30 hour provision.	Ongoing

Planning duty 2: Physical environment

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Issue	What	Who	When	Outcome criteria	Review
Short term	Ensure all SEND children have equal access to the outdoor environment. Look at ways of making the RB space more flexible and the possibility of extending using existing space, access to the toilet area via RB (rather than travelling through the nursery)	Investigate ways in which other rooms in the nursery could be used as additional space – ie staff room. Continue to ensure outdoors is timetabled for the Resource Base children	All staff/ SENCO	Ongoing	No children or adults have restricted accesses to either the inside or outside environments and all children and adults are safe at all times	Prior to each new intake to meet needs as required
	All school trips and visits are fully accessible to children with disabilities.	Consult with parents when planning schools trip/visits. Always consider accessibility at time of booking. Individual risk ass. completed	Key worker/ SENCO	As required	All children are able to attend school outings- parent/carers are confident that their needs are catered for. Staff are fully aware of how to provide for pupils with disabilities	Ongoing
	To ensure all disabled children can be safely evacuated at each new intake.	Put in place a personal evacuation plan for disabled children. Display a group PEP in RB so all staff are aware of their responsibility.	HT/RM Co-ordinator	With the first week of starting nursery	All children with a disability will be evacuated safely and efficiently.	Termly

Medium term	Create a Nest areas within the two's room to accommodate the growing number of our very youngest children with SEND	Creation of a 'Nest' - Purchase furniture and screens to create an area that is ASD friendly includes a sensory resources and is secure and safe.	HT/Nur teacher & SEND support	Autumn 2025	All children with additional needs will have an area to use to enable them to work on their bespoke SEND outcomes without the distractions of others within the nursery.	Spring 2026
Long term	Reception area accessible for and safe for safe for children/adults with limited mobility	Area to be de cluttered, purchase of furniture that is accessible to all and a new user-friendly reception hatch to be installed.	PB/HT/contractors	Autumn 2025 (quote being obtained)	Reception environment fully accessible	Summer 2026

Planning duty 3: Information

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access information on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Target	What	Who	When	Outcome criteria	Review
Short term	To ensure all parents/carers can access information	Audit of information delivery procedures, to identify parents who may need written information provided in different formats eg large print, coloured paper or support reading information.	Business Manager	As needed	School is aware of accessibility gaps to its information delivery procedures	Termly
	To ensure NO parent is unable to attend/access parent's conferences due to a disability.	Key worker to contact parents individually and ascertain what additional support might be needed to ensure they are able to attend/access. Offer TEAM/ZOOM/Telephone consultations as required	Key worker	As required	All parents will have equal access to the reporting systems within school.	End of each term
Medium term	Improve the provision of ICT for SEND pupils	Audit of ICT resources to assess the availability of cause-and-effect toys etc... and ICT resources that will enhance SEND children's communication & language, attention and listening and support self-regulation.	ICT Technician	Spring 2026	All children will have access to ICT to enhance their learning. All SEND children will have access to ICT that is appropriate to the level of development, which will improve outcomes	Summer 2026
Long term	School website will be accessible to EAL parents	Re design and development of website.	Business manager /HT/SOL	Autumn 2025	Website is fully accessible and user friendly	Summer 2026