



Accessibility Plan

Policy Monitoring, Evaluation and Review

This policy is effective for all academies within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

Version:	2.0
Date created:	December 2019
Author:	E Matthews
Ratified by:	Board
Date ratified:	10 March 2020
Review date:	December 2023

Revision History:

Version	Date	Author	Summary of Changes:
1.0	18/12/2019	EM	New Trust Template for Accessibility Plan
2.0	19/05/2020	RM	New trust template for accessibility plan with amendments

Contents

1. 1. Aims.....	2
2. 2. Legislation and guidance	3
3. 3. Action plan	4

4. 4. Monitoring arrangements	11
5. 5. Links with other policies	11
6. Appendix 1: Accessibility audit-.....	12

1. Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

The school recognises its duty under the DDA (as amended by the SENDA):

- not to discriminate against disabled pupils in their admissions and exclusions, and provision of education and associated services
- not to treat disabled pupils less favourably
- to take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- to publish an Accessibility Plan.

The school provides all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; and endorses the key principles in the National Curriculum 2014 framework, which underpin the development of a more inclusive curriculum:

- setting suitable learning challenges
- responding to pupils' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of pupils

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010; including understanding disability issues.

The school supports any available partnerships to develop and implement the plan.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this accessibility plan; including pupils, parents, staff and Local Academy Councillors of the school.

2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises. This policy complies with our funding agreement and articles of association.

3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by	Success criteria
Increase access to the curriculum for pupils with a disability	<p>Students with SEND (special educational needs or disability) are given access to the curriculum supported by the school's specialist SEND provision.</p> <p>Teachers and teaching assistants have the necessary training to teach and support disabled pupils.</p> <p>Classrooms are optimally organised for disabled pupils.</p> <p>Lessons provide opportunities for all pupils to achieve.</p> <p>All lessons are responsive to pupil diversity/disability.</p> <p>Lessons involve work done by individuals, pairs, groups and the whole class.</p> <p>All pupils are encouraged to take part in music, drama and physical activities and adaptations are made where required to support this.</p> <p>Employees recognise, and allow for, the mental effort expended by</p>	<p>Short term: Ensure the curriculum can be accessed by all children</p>	<p>Actions for short term: Check timetables and resources are not a barrier to any individual or group's access to the curriculum.</p>	<p>All class teachers SENDCo Senior leadership team</p>	<p>Ongoing</p>	<p>Students are making progress</p>

	<p>some disabled pupils e.g. lip reading by hearing impaired pupils, slow writing speed for dyslexic pupils.</p> <p>Staff recognise and allow for the additional time required by some disabled pupils to use equipment in practical work.</p> <p>Employees provide alternative ways of giving access to experience or understanding for disabled pupils who cannot engage in some particular activities are given alternative experiences e.g. pupils who cannot participate in all forms of physical education.</p> <p>Provide access to computer technology is appropriate for students with disabilities.</p> <p>School visits are made accessible to all pupils irrespective of attainment or impairment. Additional experiences are sourced to promote equity and participation of all.</p> <p>There is a high expectation of all pupils.</p> <p>Employees seek to remove all barriers to learning and participation.</p> <p>Our school offers a differentiated curriculum for all pupils.</p>					
--	--	--	--	--	--	--

	<p>We use resources tailored to the needs of pupils who require support to access the curriculum; this is directed by our SENDCO.</p> <p>Curriculum progress is tracked for all pupils; including those with a disability.</p> <p>Targets are set effectively and are appropriate for pupils with additional needs.</p> <p>The curriculum is reviewed to ensure it meets the needs of all pupils.</p>					
<p>Improve and maintain access to the physical environment</p>	<p>The school has a lift that allows access to two floors of the school</p> <p>Pathways of travel around the school site and parking arrangements are safe.</p> <p>A red light flashes as the alarm sounds (in some areas- hall, toilets, stair cases, playground) to support pupils in an emergency situation with a hearing disability.</p> <p>Individuals have personalised evacuation plans where appropriate</p> <p>The lifts have tactile buttons.</p> <p>Staff are aware of keeping doors clear of signs for pupils.</p>	<p>Short term: To identify areas which pose greater risk of incident for pupils with physical disabilities.</p>	<p>-Learning walks - Use information gathered to plan year groups placement for our classes/ pupils and those with a physical disability</p>	<p>Principal Premises Officer</p>	<p>Summer term annually</p>	<p>Students access the classrooms comfortably</p>

	<p>All areas are well lit.</p> <p>Emergency lighting in case of power failure- battery backups which get tested once a year (1-hour test and the other is a 3-hour test).</p> <p>All furniture is suitable and if any specialist items are required these are obtained as soon as possible.</p> <p>The environment is adapted to the needs of pupils as required.</p> <p>This includes:</p> <ul style="list-style-type: none">• Ramps• Elevators• Corridor width• Disabled parking bays• Disabled toilets and changing facilities• Automatic hand gel• Access to lift• Library shelves at wheelchair-accessible height					
--	---	--	--	--	--	--

<p>Improve the delivery of information to pupils with a disability</p>	<p>The school works with the Vision support team for large print books and learning materials which includes teaching Braille for identified individuals as appropriate.</p> <p>Staff ensure that information is presented to groups in a way, which is 'user friendly' for people with disabilities e.g. by reading aloud, overhead projections/smart boards and describing diagrams.</p> <p>There are facilities such as ICT to produce written information in different formats.</p> <p>Employees are familiar with technology and practices developed to assist people with disabilities. Individual training is provided where necessary.</p> <p>Our school uses a range of communication methods to ensure information is accessible. This includes:</p> <ul style="list-style-type: none"> • Internal signage • Large print resources • Pictorial or symbolic representations • ICT e.g through the laptop/ipad 	<p>Short term: To identify any materials and events where access to information may need to be altered in order to ensure that disabled pupils and/or parents have full access to information.</p>	<p>Provision map written indicating:</p> <ol style="list-style-type: none"> a) Formats which need changing. b) Strategies needed to do this. c) Support Services consulted for advice. Students opinions are taken into account 	<p>All staff SENDCo</p>	<p>Ongoing</p>	<p>Students are able to see, hear the information shared with them</p> <p>Students able to communicate the effectiveness of the curriculum</p>
--	--	--	--	-----------------------------	----------------	--

	<p>For pupils with a hearing impairment, we work closely with the hearing impairment team.</p> <p>Adaptations are made accordingly and guidance is followed in regard to:</p> <ul style="list-style-type: none">- Seating arrangements- The use of technology- Visual cues and pictorial representation					
--	---	--	--	--	--	--

4. Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary.

It will be approved by the Board on behalf of the Trust, and the Principal on behalf of the academy.

5. Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- Supporting pupils with medical conditions policy (Supporting Pupils with Medical Conditions and Administration of Medicines Policy)

6. Appendix 1: Accessibility audit-

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Three story building	General maintenance- daily basis	Umesh Chauhan Tom Victory (Premises officers)	Daily
Corridor access	Daily	Keeping corridors clear so that all children of all needs can access the building	Umesh Chauhan Tom Victory (Premises officers)	Daily
Lifts	1 lift Daily checks, termly reports and call outs -Any issues dealt with immediately	Serviced twice a year - every 6 months and monthly checks	Umesh Chauhan Tom Victory (Premises officers)	Daily
Parking bays	Standard parking spaces	Ensure people are parked in correct bays to enable safe movement	Umesh Chauhan Tom Victory (Premises officers)	Daily
Entrances	4 for the school building	Ensure they are accessible to all	Umesh Chauhan Tom Victory (Premises officers)	Daily

Ramps	2 ramps in total	Ensure the ramps are fit for purpose and well maintained	Umesh Chauhan Tom Victory (Premises officers)	Daily
Toilets	4 disabled toilet in the school building (23 toilets in total including disabled toilets)	General maintenance- daily basis	Umesh Chauhan Tom Victory (Premises officers)	Daily
Reception area	1 reception area on ground level so accessible with a supporting adult	General maintenance- daily basis	Umesh Chauhan Tom Victory (Premises officers)	Daily
Internal signage	Clear signage	Ensure the signs are clear	Umesh Chauhan Tom Victory (Premises officers)	Daily
Emergency escape routes	Escape routes for every room with clear signage on how to exit Test the fire monthly.	Daily Invacuation- every term Evacuation – every term	Umesh Chauhan Tom Victory (Premises officers)	Daily to check fire escape routes Test fire alarm monthly

