

## Accessibility Plan September 2021

*Office use*

<b>Published:</b> September 2021	<b>Next review:</b> September 2022	<b>Statutory/non:</b> Statutory	<b>Lead:</b> SENDCo, Walton
<b>Associated documents:</b>			
Behaviour Policy Special Educational Needs and Disability Policy			
<b>Links to:</b>			



## Introduction

As part of the academy's commitment to recognize and show due regard to the three aims of the Equality Duty it will create and publish an Accessibility Plan detailing plans to strategically increase access to those with disabilities over a set timeframe. The plan will show how the academy is:

- increasing the extent to which disabled pupils can participate in the curriculum;
- improving the physical environment of the academy to enable those with disabilities to take better advantage of education, benefits, facilities and services provided;
- improving the availability of information to those with disabilities.

The Accessibility Plan will be a freestanding document, but is also covered in part within the academy's related policies:

- Equality Policy.
- SEND Policy

The Accessibility Plan will include:

- Access to the curriculum; how the curriculum is differentiated for disabled students.
- Access to the wider curriculum including extra-curricular activities
- Access to information; how information for pupils, parents and the community is available in different formats
- Access to Site; planned improvements including improved signage, building and grounds and wheelchair access
- Attitudes

The academy will review the effectiveness of the Accessibility Plan on an annual basis

## Accessibility Plan

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
	<i>Access to Curriculum</i>					
Short term	Ensure appropriate ICT provision is available for pupils with disabilities.	<ul style="list-style-type: none"> <li>Review accessibility of ICT (including netbooks, notepads, display screens &amp; whiteboards) using specialist expertise e.g. MW.</li> <li>Involve pupils in reviewing hardware &amp; software use.</li> </ul>	July 2020		IT Team & SENDCo	Principal
Short term	Create effective learning environments for all, utilising feedback from pupil groups.	<ul style="list-style-type: none"> <li>On-going programme of staff training in disability awareness to reflect diverse needs of students within the school and update as necessary.</li> <li>Focus in 19/20 on ASD and ADHD.</li> </ul>	July 2020		All staff	Principal
Medium term	Ensure all teachers and TAs have access to specific disability training	<ul style="list-style-type: none"> <li>Use staff audit to identify training needs and inform professional development process</li> <li>Identify new disability training needs at key transition points and where individual needs change.</li> </ul>	On going		SENDCo	Principal

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
Short term	Ensure all staff are aware of curriculum access for disabled pupils	<ul style="list-style-type: none"> <li>Continue system for information to be shared with all staff</li> <li>Share relevant information regarding individual students' needs via email, e -portal and through the SEN register and pupil profiles on the shared drive.</li> </ul>	July 2020		SENDCo Assistant SENDCo	Principal
Long Term	Ensure all staff are aware of and able to use SEN software	<ul style="list-style-type: none"> <li>Audit all SEN ICT and other resources and make list available to all staff</li> <li>Run trainings on use of SEN software</li> </ul>	July 2020		SENDCo IT Team Assistant SENDCo	Principal
Long Term	Ensure all staff have undertaken disability equality training	<ul style="list-style-type: none"> <li>Twilight training</li> </ul>	9 <sup>th</sup> September 2019		SENDCo Vice Principal	Principal
<b><i>Access to Information</i></b>						
Short term	Review information to parents/carers to ensure accessibility	<ul style="list-style-type: none"> <li>Consult parents/carers about access needs when student is admitted to school</li> <li>Review all letters home to check they are written in plain English</li> <li>Produce newsletter in alternative formats (larger print, braille etc) upon request</li> </ul>	Ongoing		SENDCo SEND Admin	Principal
Medium term	Inclusive discussions of access to information	<ul style="list-style-type: none"> <li>Consult with parents/carers/students about access to information in preferred formats</li> <li>Develop strategies to suit the needs of all individuals</li> </ul>	Ongoing		SENDCo Assistant SENDCo	Principal
Medium term	Redesign academy brochure to be accessible	<ul style="list-style-type: none"> <li>Ensure SEND brochure explicitly welcomes SEND/disabled groups</li> </ul>	July 2020		SENDCo Assistant SENDCo	Principal

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
Long term	Heighten awareness of mainstream staff in relation to strategies and procedures employed by speech therapists for SLCD students	<ul style="list-style-type: none"> <li data-bbox="689 284 1178 316">Provide SLCD training to all staff</li> </ul>	As needed	Speech therapist	SENDCo	Principal

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
	<b><i>Access to Wider Curriculum</i></b>					
Short term	Increase participation in school activities.	<ul style="list-style-type: none"> <li>• Audit participation in extra-curricular activities and identify any barriers.</li> <li>• Ensure school activities are accessible to all students.</li> <li>• Investigate TA flexibility to cover extra-curricular activities if needed.</li> </ul>	December 2019	Contingency budget for TA cover if needed.  Training on risk assessments for trips and activities for TAs	SENDCo Assistant SENDCo Assistant Principal	Principal Governors
	<b><i>Access to Physical Environment</i></b>					
Short term	Increase site access to meet diverse needs of pupils, staff, parents and community users.	<ul style="list-style-type: none"> <li>• Review personal evacuation plans.</li> <li>• Continue to review signage of evacuation procedures, internet safety, fire drill etc</li> <li>• Service and review of enhanced fire alarm for students with hearing impairment</li> <li>• Continue to review allocation and availability of disabled parking bays</li> </ul>	On going		Site Team Business manager SENDCo	Principal

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
		<ul style="list-style-type: none"> <li>Consider making switches, alarm buttons etc at wheelchair height</li> <li>Consider provision of induction loops in reception area and school hall</li> </ul>				
Short term	Academy aware of the access needs of all disabled students. staff, parents and carers	<ul style="list-style-type: none"> <li>Create access plans for individual students as part of ESP process, when and where necessary</li> </ul>	On going		SENDCo Assistant SENDCo	Principal
Short term	Improve signage and external access for visually impaired people	<ul style="list-style-type: none"> <li>Review and paint yellow stripes on edge of ALL external steps</li> </ul>	On going		Site Manager Business Manager	Principal
Short term	Ensure that all disabled students can be safely evacuated	<ul style="list-style-type: none"> <li>Put in place and review Personal Emergency Evacuation plans for identified students.</li> <li>Provide training on the use of Evacuation chairs on site</li> </ul>	On going		Site Manager SENDCo	Principal Business Manager
Long term	Ensure all escape routes are suitable for all	<ul style="list-style-type: none"> <li>Install additional ramps on all external fire doors</li> </ul>	On going		Site Manager	SLT Business Manager
	<b>Attitudes</b>					
Long term		<ul style="list-style-type: none"> <li>Review PSHE Curriculum/tutor programme</li> </ul>	July 2020		SENDCo Assistant	Principal

Short Medium Long Term	Target	Strategies	Timescale	Resources	Responsibility	Monitoring
	To promote positive attitudes to disability	<ul style="list-style-type: none"> <li>• Review Assembly Programme: widen focus of Different/Same theme</li> <li>• Involve local disability groups in assemblies and visits to school</li> </ul>			Principal PBDW	
	<b>Access to Information</b>					
Medium term	Availability of documents in alternative formats.	<ul style="list-style-type: none"> <li>• Review school documents in alternative formats, Braille etc</li> </ul>	Ongoing		SENDCo SEND Admin	Principal





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