

Accessibility Plan

Accessibility Plan 2022-2025

Purpose of Plan

The purpose of this plan is to show how our educational setting intends, over time, to increase accessibility to the physical environment, the curriculum and written information so that all pupils/students with a disability, and other protected characteristics, can take full advantage of their education and associated opportunities.

Definition of disability

A person has a disability if he, she or they has/have a physical or mental impairment that has a substantial and long-term adverse effect on his, her or their ability to carry out normal day-to-day activities.

Key Aims

To increase and eventually ensure for pupils/students with a disability that they have:

- total access to our setting's environment, curriculum and information and
- full participation in the school community.

Principles

- Compliance with the Equality Act is consistent with our setting's aims and equal opportunities policy and SEN information report.
- Our staff recognise their duty under the Equality Act:
 - 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

- In performing their duties the governing board have regard to the Equality Act 2010
- Our setting
 - recognises and values the young person's knowledge/parents' knowledge of their child's disability
 - recognises the effect their disability has on his/her ability to carry out activities,
 - respects the parents' and child's right to confidentiality
- The setting provides all pupils with a broad and balanced curriculum that is differentiated, personalised and age appropriate.

Increasing Access for disabled pupils to the school curriculum

This includes teaching and learning and the wider curriculum of the school such as participation in after school clubs, leisure and cultural activities or school visits.

- Ensuring access to trips that increase cultural capital include planning for all pupils
- Ensuring access to all subjects for all students, including adaptive teaching where required to increase
- Planning a wider PE participation opportunity alongside other schools that will include inclusive sports
- Provide a homework club available every day to enable to support with learning and give extra time and support to those who need it
- Providing the equipment and access to engage with all lesson including adaptations of the building where required

Improving access to the physical environment of the school

This includes improvements to the physical environment of the school and physical aids to access education.

- Lift installed to the stage at the main campus to ensure all students can take part in any production or awards ceremony
- Fully trained staff to ensure the safety of pupils with physical needs when exiting the building for fire safety
- Hygiene suite provided at both campuses to ensure any physio and hygiene needs can be met for students while maintaining their safety and dignity
- Where classrooms are not on one floor, lifts are provided to ensure access to all lessons

- Audits to be carried out annually as a minimum to ensure the Academy meets any emerging physical needs within our Academy
- Automatic door with accessible button installed in refurbished teaching facilities.

Improving the delivery of written information to disabled pupils

This will include planning to make written information that is normally provided by the school to its pupils available to disabled pupils. Examples might include handouts, timetables, textbooks and information about school events. The information should take account of pupils' disabilities and pupils' and parents preferred formats and be made available within a reasonable time frame.

- Printed timetables provided for all students with SEND
- Pictorial or colour coded timetables available to suit individual needs
- Additional preparation time given to students prior to exams to meet a range of needs
- To access braille services to make information more readily available for visually impaired staff, students and parents
- Large print versions of documents made available to meet needs
- Lessons to be delivered using British Dyslexia Association recommendations
- Materials to be produced using a range of coloured paper and/or required size print

Financial Planning and control

The headteacher, SLT and the finance committee will review the financial implications of the accessibility plan as part of the normal budget review process.

Accessibility Action Plan

Compliance with the Equality Act					
Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
Staff are confident in supporting all students inclusive of gender and sexuality	Source whole school training to support understanding and support of all pupils inclusive of gender and sexuality	CW AHT for SEND and Inclusion/RG AHT for CPD	Medium term	2023 summer term	
Ensure all students understand the protected characteristics to promote an inclusive community	Planned assemblies and lessons delivered to all year groups	CW AHT for SEND and Inclusion/SM Head of Faculty for Humanities	Short term	2023 spring term	
Plan for appropriate changing spaces and toilets for those who are expressing a need for this.	Review building and discuss with SLT and Site Manager to plan for adaptations to the building to enable this	SLT/ Site Manager	Long Term	2023/ 2024	
Catch up support offered for pupils to help alleviate disadvantage	Offer study and support, interventions, and extra language support to use positive action to alleviate disadvantage	Additional Learning Faculty / Pupil Premium / Intervention Staff	Medium term	2023 - ongoing	
All pupils have access to all subjects and activities inclusive of all protected characteristics	Planning of curriculum to be inclusive from outset and discussed regularly with curriculum lead to ensure all students are considered in the planning and delivery of subjects	HOFs / DHT Curriculum	Medium – Long term	2023 - ongoing	
All pupils can access a place to worship if required	Provide a plan for space to worship if required for pupils within the school day across both sites.	CWN AHT for SEND and	Short term	2023 Spring Term	

		Inclusion / Site Manager			
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Access to the physical environment - statutory

Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
Tollfield stage to be accessible for all pupils	Review how best to make the stage accessible with the Site Manager and get quotes	Site Manager / CW AHT for SEND and Inclusion	Medium term	2023	
Toilets to be accessible, secure and inclusive	To discuss how to create secure toilets that potential remove the need for gender specific areas	SLT / Site Manager	Long Term	2023/2024	
All recreational spaces to be easily accessible for wheelchair users	Audit of both sites to be undertaken with Site Manager and a list to be drawn up of future plans to adapt the sites	SLT / Site Manager	Long Term	2023 - 2026	
Have braille signage available across both sites	Site Manager to access costing and the timing to be reviewed by SLT	SLT / Site Manager	Medium Term	2023	
All electronics are available at a suitable height for inclusivity of all students	Audit to outline areas for improvement alongside student voice	SLT / Site Manager	Short / Medium Term	2023 – ongoing	
Multiple staff members able to support students with their physical environment during a fire alarm	Continue to train members of staff across both sites to ensure they are confident and that regardless of staff absence pupils with physical needs will be safe and supported	SLT / Additional Learning Faculty	Long term plan	Ongoing	

Ensuring inclusion in the school community					
Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
Allies group for students	Relaunch the Allies club to students and encourage their voice on the direction they would like the group to take	AHT leading extra-curricular clubs	Short term	2023 Spring	
Promote the protected characteristics across the Academy through recognition weeks and days.	Look for opportunities to follow an initial assembly with all year groups, seek days and awareness weeks to promote understanding of pupils and staff across the Academy	CW AHT for SEND and Inclusion / Additional Learning Faculty Manager	Long term	2023 - 2025	
Inclusion group for staff members	Promote through briefing and look to form a group where it is a safe space to share experiences and ideas	CW AHT for SEND and Inclusion	Medium term	2023	
Inclusion box for students to anonymously share concerns and ideas	Order a box for both locations to be checked weekly	Heads of Year and CW	Medium term	2023 Spring	
Student voice to regularly inform inclusion	Additional Learning Faculty to take SEND student voice large termly. Link to be shared with all students to ensure we are not missing any opportunities to improve inclusion	CW, NR and SEND Admin Team	Long Term	Ongoing	
Support our EAL community to promote their own culture and experiences to enrich our Academy community	Work with Language School to make a plan and seek student voice from our student EAL community	CW and KS from Language School	Medium Term	Spring 2023	

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Access to the curriculum - statutory					
Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
All students are aware of their targets and how they are supported	Students to have a meeting with a member of the SEND admin team individually and to be provided with a printed copy of their targets	Additional Learning SEND team	Medium term	Ongoing	
Curriculum planning has inclusivity at its centre from the outset of planning	To use recommendations from the SENCo, EEF and PIXL to ensure planning is adapted to meet the needs of all learners	DHT for Curriculum , AHT for SEND and Inclusion	Long Term	2023 - 2025	
All staff can articulate and demonstrate how they ensure adaptive teaching methods create inclusivity for all students	HOFs to ensure they deliver department time in preparation of this so that it can be demonstrated in learning walks and discussions with teachers.	DHT for Curriculum, CW AHT for SEND and Inclusion, HOF's		Ongoing	
All subjects are accessible for all students	Teachers to be trained in adaptive teaching and supported to develop their skills in the classroom for meeting the needs of all students. Students should also be aware all subjects are accessible.	DHT for Curriculum and HOFs	Medium/ Long Term	Ongoing	
Provide support to close the gap for disadvantaged students	Invention planning, data analysis and student voice should be triangulated to ensure all pupils are supported to overcome disadvantage	AHT for SEND and Inclusion, AHT for PP	Long Term	2023 – 2025	
Range of resources, homework and revision provided are presented in a	HOFs to ensure they have adapted resources and support materials for all students needs.	HOF's and AHT for SEND and Inclusion	Long Term	2023 - Ongoing	

range of ways to sure inclusive access across the curriculum	SENCo to review when supporting HOF and on Learning Walks				
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Access to information advice and guidance - statutory					
Accessibility Outcome	Action to ensure Outcome	Who responsible	Long, medium or short-term	Time Frame	Notes
All parents aware of the SEND Information Report	Promote this through our Social Media and all meetings with parents	CW , NR and SEND admin team	Long Term	Spring 2023 - Ongoing	
Promotion of the Local Offer	Promote this through our Social Media and all meetings with parents	CW , NR and SEND admin team	Long Term	Spring 2023 – Ongoing	
Shared information on changes to policies	Use WEDUC, social media and reviews as opportunities to remind of updates	CW , NR and SEND admin team	Long Term	Spring 2023 - Ongoing	
Students aware of where to access advice	Promoted through meetings, assemblies and reviews	CW , NR and SEND admin team	Long Term	Spring 2023 - Ongoing	
Small termly SEND newsletter shared with parents to promote advice and guidance	To be shared via WEDUC, on the website and promoted via Social Media	Additional Learning Faculty	Long Term	Spring 2023 - Ongoing	