

Accessibility Plan

Approved by: Trustees

Last Review: September 2023

Current Review: November 2024

Next Review Due: November 2025

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1. Introduction

As required by the **Equality Act 2010**, this Accessibility Plan outlines the school's ongoing commitment to creating an inclusive environment where all pupils, staff, and visitors are treated equitably. This document sets out our strategy to improve accessibility for individuals with disabilities, ensuring their full participation in the school's life and activities.

This plan is aligned with our vision of fostering an inclusive culture, where diversity is celebrated, and every individual is valued for their unique abilities and contributions.

Copies of this plan are available on the school website, and paper copies can be requested from the school office. This can be provided in an alternate format should you wish.

2. Legislation and Guidance

This plan complies with:

- **Equality Act 2010 (Schedule 10):** Requiring schools to make reasonable adjustments for individuals with disabilities to ensure they are not disadvantaged.
- **SEND Code of Practice (0–25 years):** Defining long-term disabilities and outlining strategies for inclusion and support.
- **Public Sector Equality Duty:** Obligating public bodies to eliminate discrimination, advance equality, and foster good relations.

A person is defined as disabled if they have 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 includes sensory impairments and chronic health conditions such as asthma, diabetes, epilepsy, and cancer.

3. Aims of the Accessibility Plan

The plan aims to:

1. **Increase Access to the Curriculum**
 - Ensure all pupils, regardless of ability, have full access to a broad, balanced, and ambitious curriculum.
2. **Improve the Physical Environment**
 - Create an accessible and welcoming physical environment to support the diverse needs of pupils, staff, and visitors.
3. **Enhance the Delivery of Information**
 - Provide accessible information through a range of formats to meet the needs of individuals with disabilities.

Our goals are underpinned by continuous staff training, partnerships with external experts, and regular consultation with stakeholders, including pupils, parents, and staff.

4. Accessibility Action Plan

Aim	Current Practice	Planned Improvements	Actions	Timeline
Increase Access to the Curriculum	<ul style="list-style-type: none">- A curriculum model, underpinned by cognitive science, designed to support the learning of all pupils (including those with additional needs).- Accessible teaching materials (e.g., large print, assistive technology, braille formats).- Learning Passports for pupils	<ul style="list-style-type: none">- Enhance staff training on inclusive teaching.- Continue to collaborate with SEN specialists to improve resources.- Conduct regular curriculum reviews.	<ol style="list-style-type: none">1. Schedule CPD on specific learning needs for all staff. Priority areas: ASD.2. Continue the development of resourcing to support learners with additional needs and low prior attainment in Literacy.3. Continue regular focus visits and lesson	By July 2025

	<p>on the Record of Need with Individual learning targets.</p> <ul style="list-style-type: none"> - Regular CPD for staff to support their knowledge and understanding of additional needs. - Quality First Teaching strategies to support the individual needs of pupils with SEN. - Adopting the advice and guidance of external professionals (such as the ASD team or Cognition and Learning team) to support an individual's access to the curriculum. 		<p>speedbacks to review inclusive classroom pedagogy.</p> <p>4. Collect pupil and parent voice to review the curriculum.</p>	
Improve the Physical Environment	<ul style="list-style-type: none"> - Adaptations: ramps, lifts, disabled toilets, contrasting markers for navigation tactile matting for a pupil with a Visual Impairment. - Emergency procedures for mobility-impaired individuals. - Adopting the advice of external professionals (such as the Medical and Physical Needs Advisory Service). 	<ul style="list-style-type: none"> - Refurbish wheelchair ramp near ITC4. - Add contrasting doorframes in select areas. - Improve signage for alternative accessible routes. 	<ol style="list-style-type: none"> 1. Refurbish ITC4 wheelchair ramp. 2. Include doorframe upgrades in refurbishment plans. 3. Add clearer signage/site maps for accessibility. 	By July 2025

Enhance the Delivery of Information	- Communication formats: large print, Braille, induction loops, pictorial aids.	- Audit school communications for accessibility. - Introduce plain language guidelines. - Engage parents and pupils in assessing communication methods.	1. Conduct website accessibility audit. 2. Train admin staff on creating accessible documents. 3. Annually consult parents/pupils.	By July 2025
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5. Monitoring and Review

The Accessibility Plan will be reviewed annually by the Trustees to:

- Assess progress against the action plan.
- Incorporate feedback from stakeholders (pupils, parents, staff).
- Adjust priorities based on new challenges, opportunities, or regulations.

Interim updates will be made as required to address urgent accessibility issues.

6. Links to Other Policies

This Accessibility Plan complements and aligns with the following policies:

- **Equality and Diversity Policy**
- **Special Educational Needs (SEN) Information Report**
- **SEN Policy**
- **SEN School Offer**
- **Health and Safety Policy**
- **Supporting Pupils with Medical Conditions Policy**
- **Risk Assessment Policy**

7. Appendix: Accessibility Audit Findings

The latest audit identified key areas of improvement, including:

1. Limited wheelchair access to 18 rooms (alternative routes available but not clearly signposted).
2. Need for refurbishing wheelchair ramp outside ITC4.

These findings inform our action plan and future refurbishment priorities.

