

Accessibility Plan

This plan is drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance set out in 'Accessible Schools: Planning to increase access to schools for disabled pupils', issued by DfES in July 2002.

Disability is defined by the Disability Discrimination Act 1995 (DDA):

“A person has a disability 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 carry out normal day to day activities”.

Aim

- To reduce and eliminate barriers to access to the curriculum and to full participation in the academy for students, and prospective students, with a disability.
 - To reduce and eliminate barriers to access to the building and environment for all stakeholders in the academy including students, staff and visitors.
1. The academy's Admissions Policy and Individual Needs Policy are consistent with compliance with DDA (as amended by SENDA and the Equality Act).
 2. The academy recognises its duty under the DDA (as amended by the SENDA and the Equality Act):
 - a. Not to discriminate against students with disabilities in their admissions and exclusions, and provision of education and associated services.
 - b. Not to treat students with disabilities less favourably for a reason related to their disability.
 - c. To make reasonable adjustments to avoid putting students with disabilities at a substantial disadvantage.
 - d. To publish an Accessibility Plan that will increase access to education for students with disabilities.
 3. The academy recognises and values parent/carers' knowledge of their child's disability and its effect on his or her ability to carry out normal activities, and respects the parent/carers' and the child's right to confidentiality.
 4. The academy ensures a common high quality of experience for all students to help maximise each individual's potential, whilst supporting creativity and individuality within teaching and learning, through:
 - a. Highly tailored learning activities.
 - b. Effective formative assessment.
 - c. Explicit progress.

Plan	Impact	Responsibility	Timescale	Cost
Access of opportunity				
1. Promote inclusivity of all with the whole Academy community and to promote a culture of celebration of diversity through Period 1, gatherings, celebrations, extra-curricular opportunities and through day to day interactions with all members of the community	The Academy continues to grow as a truly inclusive environment	SENDCO Pastoral team SLT	Ongoing	Variable per year
2. Develop and extend careers and preparation for working life to ensure no vulnerable students with are NEETs	The most vulnerable students are prioritised and have an appropriate pathway into further training, education and/or employment	Head of Careers SENDCO	Ongoing	Variable per year
3. Develop a rigorous monitoring process of incidents of harassment and bullying of students with additional physical needs.	Effective action is taken for all incidents. Harassment and bullying of disabled students is removed	SENDCO HOY Pastoral team Behaviour Support Vice Principal (PDBW)	Ongoing	Variable per year
4. Further increase representation of students with physical difficulties within the Academy community through participation in student voice activities, participation in extra-curricular activities, student council etc.	Student body representation will reflect its diverse nature	HoYs SENDCO	Ongoing	None
Access to the physical environment				
5. Ensure regular and effective training for support staff in the use of specialist evacuation equipment – EVAC chair	Robust procedures are in place for the evacuation of students/staff with limited mobility in the event of an emergency evacuation	Operations Manager Academy First Aid team	Twice yearly	none
6. Ensure regular and effective training for support staff in moving, handling and toileting as required.	The physical needs of all students are met	Operations Manager Academy First Aid team	Twice yearly	none
7. Ensure every subject has access to specialist equipment and furniture where necessary	No student has impaired access to learning as a result of a lack of equipment	Operations Manager Academy First Aid team SENDCO	As and when needed	Variable per year

8. Ensure that specialist equipment and adaptations to the site in place for students/staff with impaired mobility are maintained to a high standard, including the Lift, disabled access areas, automated doors, specialist toilet and washing facilities.	Access and movement around the Academy is not impaired for students/staff with additional needs	Operations Manager Site Team Academy First Aid team	Ongoing	Variable per year
9. Ensure that all trips and visits are adjusted as far as possible to be accessible to all students, including those with physical/medical needs and those with impaired mobility	No student is excluded from trips/visits because of additional needs or disability	SENDCO EVC Dept staff	Ongoing	Variable per year
Access to the curriculum				
10. Extend and develop the use of strategy banks to aid differentiation and Quality First Teaching.	All students are able to fully access learning with the removal of barriers to learning for students with additional needs	SENDCO	Ongoing	None
11. Ensure that a team of qualified first-aiders are available to meet the physical and medical needs of students during the day and that a member of staff is trained to administer medication to students	All students have their physical/medical needs met during the school day	Operations Manager Academy First Aid team	Ongoing	Insert cost of this year's training
12. Ensure that regular and effective training to meet the needs of students with additional physical requirements is provided to teaching and support staff	Learning is differentiated so that students with physical needs are able to access learning successfully	SENDCO	Ongoing	None
13. Ensure that specialist input is available to students with physical needs as necessary, e.g. through local authority and NHS specialist teams and that staff responsible are familiar with the range of services on offer to students from external agencies	Additional support and expertise is provided where needed to all students	Academy First Aid team SENDCO	Ongoing	None
14. Ensure that appropriate paperwork for students with physical/medical needs is shared with all staff who work directly with them, Support plans, risk assessments and Health Care Plans	All staff who work with students are aware of the provision in place and their role in it	SENDCO and team Academy First aid team	Ongoing	None
15. Extend and develop evaluation of literacy and numeracy interventions to ensure maximum progress and impact	The gap for students working below age- related expectations is closed as effectively and quickly as possible	Heads of English and Maths SENDCO Assistant Principal (Curriculum)	Ongoing	Variable per year

