

hollymount school

Accessibility plan

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| APPROVED BY: | Local Governing Body | DATE: | 17.1.23 |
| SIGNED: |  |
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Contents

 AIMS ..........................................................................................................................................................................

3 LEGISLATION AND GUIDANCE ................................................................................................................................

3 ACTION PLAN ...........................................................................................................................................................

4 IMPROVING PHYSICAL ACCESS ..............................................................................................................................................

4 IMPROVING CURRICULUM ACCESS........................................................................................................................................

IMPROVE DELIVERY OF INFORMATION TO PUPILS WITH ........................................................................................................

6 MONITORING ARRANGEMENTS ..............................................................................................................................

7 LINKS WITH OTHER POLICIES ....................................................................................................................................

7 APPENDIX 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 of its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

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

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. The governing body also recognizes its responsibilities towards employees with disabilities and will:

* Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities;
* Ensure that employees with disabilities are supported with special provision to ensure that they can carry out their work effectively without barriers;
* Undertake reasonable adjustments to enable staff to access the workplace.

We have included a range of stakeholders in the development of this accessibility plan, including: pupils, parents, staff and governors of the school.

# 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 nondisabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

# action plan

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

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| **Aim** | **Recommendations** | **Actions to be taken** | **Person responsible** | **Date completed** | **Success criteria** |
| Improving physical access |
| Disabled parking | Spaces provided in front car park | Two car parking spaces to be maintained | HT | Spaces completed Ongoing to keep free | Two parking spaces available. |
| Whole school environment  | Specific recommendations to be included in the accessibility plan following the audit.  | Complete accessibility audit of school environment | SENDco/PD outreach | March 2023 | Completed audit will highlight further areas of the school environment that need improving in terms of physical access |
| Disabled toilets – Trust offices and within Reception class | Clear obstructions | Ensure corridors and toilets remain clear of any obstructions. | HT | Ongoing | Toilet clear of any obstructions |
| External Stairs |  Repaint edges of step | Action use white/ yellow paint to ensure steps are visually impactive |  HT |  Easter | Paint will ensure support for visually impaired |
| Corridors | Clear obstructions | Ensure pupils hang coats, jumpers on pegs and place PE kits on shelving provided | All staff | Ongoing | Corridors clear of any obstructions |
| Ensure school are aware of any access needs | Annual reminder | Send a reminder to parents/carers through the newsletter to let us know if they have any problems with access to areas of the school.Make provision during performances in hall and other school events | Office managerAll staff | Annually – SeptemberOngoing | Reminder sent out to parents annually and changes made accordingly  |
| Ensure all disabled people can be safely evacuated | Produce personal emergency evacuation plans for all disabled stakeholders | Write and keep updated personal emergency evacuation plan for any stakeholders with a disability.Ensure all staff are aware of the plan. | SENDcoHT | OngoingPEEPs to be updated annually - September | PEEPs completed for all stakeholders with physical disabilities and/or SEND. |
| Improving curricular access |
| Adaptation in teaching | SLT to monitor quality of adaptation and provision for SEND/vulnerable learners Track pupils with SEND | Development Cycles termly include the scrutiny of pupils with SEND and their achievementsTargets set are appropriate for individuals’ needsSupport from outside agencies to be sought and recommendations to be implemented and embedded within the classroom environment.APDR cycles are used to support SEND pupils and reviewed on a regular basis through monitoring of IPMs. | HT/Inclusion Team | Termly | Pupils with SEND set appropriate targets, tracked and scrutinized to ensure progression and attainment. |
| Focused teaching through intervention programmes | Inclusion team to audit provision and impact | Provision mapping to support audit. Development cycle to focus on systematic use and impact of provision.  | Inclusion  | Ongoing but formally termly | Pupils with SEND make good progress against targets set. |
| Classrooms are organised to promote the participation and independence of all pupils | Termly audit to be carried out | Phase reviews to be completed to ensure that lessons are planned to meet the needs of all pupils in classThat resources are available for children who require them | SLTSubject leaders | Ongoing | All planned lessons are adapted to ensure accessibility so pupils are engaged and achieve. CSTEP (communication, space, task, equipment, people) considered in all unit plans.  |
| Staff training in the writing and implementation of IPMs and monitoring systems | Inclusion team to lead training either as whole staff or as part of induction of new staff. | Train staff on writing IPMs Monitor IPMs and impact | Inclusion team | Annually or as new staff start | Training programme implemented and followedMonitoring completed to ensure IPM’s written in accordance with pupils needsTrack the impact of IPMs |
| Staff training in supporting pupils with SEND | Training to focus on key areas identified as a school | Staff training on:ASDSP/LagDyslexiaDyspraxiaHearing/visual impairment | Inclusion team | Ongoing  | Training programme implemented and followedOutside agencies invited to train staffLearning walks identify that staff are using strategies provided to support SEND pupils |
| Planning | Identify any accessibility difficulties/potential barriers to learning and seek support form PD outreach or other professionals, where required.  | Ensure children are able to access all aspects of the curriculum (CSTEP)  | Inclusion leadSLT | Ongoing | PD outreach assessed accessibility at the swimming pool to ensure appropriate support, where required, is available.  |
| Curriculum | Teachers will identify and implement a range of strategies to support memory and retention | Staff training on a range of strategies that include:* Communication in print
* Dual coding
* Explicit teaching of vocabulary (word aware/concept cat/pedagogy of language)
 | SLT | Ongoing | Teachers will support children using a variety of techniques such as dual coding in order to support memory and retention |
| Improving delivery of information to pupils with additional needs and their parents/ carers |
| Availability of written material in alternative formats when specifically requested | Different formats available if required | Ensure school is aware of services available for converting written information into alternative formats | Admin staff | Ongoing | School can provide written material in alternative languages/spoken or in braille (outside agency) |
| Review documentation on website to check accessibility for parentswith English as an additional language | Ensure accessibility for parents with EAL – provide translation | Parents to be provided with different formats when requested. | Admin staff | Ongoing | Documentation on website can be changed to an alternative language or be verbally relayed |
| Use of Immersive Reader on Word, where required | Ensure accessibility for parents/ stakeholders | Parents to be provided with assistive technology where requested | Admin/ IT staff | Ongoing | Documents can be copied into Immersive Reader  |
| Use of British Sign Language when required | Full time BSL TA to support key pupils.  | Teacher of the Deaf to provide stake holders with half termly support. BSL TA to provide support for parents | SENCoTeacher of the Deaf | Ongoing | BSL is successfully embedded within teaching to ensure that children are able to access the curriculum. Parents are supported in using BSL within the home environment |

# Monitoring arrangements

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

It will be reviewed by the SENDCo and headteacher and approved by the chair of the Local Governing Body.

# 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

 • Special educational needs policy

 • Supporting pupils with medical conditions policy