

Accessibility Plan

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Version Control Document

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1. INTRODUCTION

1.1

This plan is to address the statutory requirements of the Equality Act 2010 and to further the aims of the vision statement by 'continuing to improve all aspects of the physical environment of the Academy site and other resources so that all disabled students can take full advantage of the education and associated opportunities provided by the Academy.

DEFINITION OF DISABILITY

1.2

'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'.

2. PLAN OBJECTIVE

To create an environment which enables disabled students to participate fully in the Academy community by identifying and eliminating barriers that prevent this.

3. SCOPE

The framework provides a consistent outline for all Meridian Trust Academies to follow to create their own Accessibility Plan.

4. EQUALITY ACT 2010

4.1 The Act makes it unlawful for the responsible body of an Academy to discriminate against, harass, or victimise a student or potential student in:

- relation to admissions
- the way it provides education for its students
- the way it provides students access to any benefit, facility or service
- excluding a student, or subjecting them to any other detriment.

4.2 The protected characteristics are:

- Sex
- Race
- Disability
- Religion or belief

- Sexual orientation
- Gender reassignment
- Pregnancy or maternity.

5. IMPLEMENTATION OF THE PLAN

5.1 When performing their duties all staff and academy councillors will have regard to the SEND Code of Practice (2015) and Equality Act (2010).

5.2 Compliance with the requirements of the Equality Act (2010) is central to all Academy policies and procedures.

5.3 Every student has an entitlement to the best education they can receive regardless of any disability they might have.

5.4 Any student attending a Meridian Trust Academy will have access to all available opportunities including extra-curricular activities, events and Academy trips where possible.

5.5 The Academy provides all students with a broad and balanced curriculum in order to meet individual learning requirements.

5.6 The Academy recognises and values parents' and carers' understanding of their child's disability and will work closely with them in order to ensure the child can have access to maximum opportunities within the Academy.

5.7 The Academy recognises parents', carers' and the child's right to confidentiality.

6. ACCESS TO THE PHYSICAL ENVIRONMENT

	Targets	Strategies	Timescale	Responsibility	Outcomes
1	To continue to improve the physical environment to enable better access for students with disability.	Review of furnishings, classroom layouts and timetables to ensure full access for all.	Annually	SENDCO Health and Safety Estates and Facilities	All students can access a full timetable and appropriate learning spaces.
2	The Academy is aware of the access needs of disabled children, staff and parent/carers.	Each student that is physically disabled has a (PEEP) Personal Emergency Evacuation Plan that is updated yearly or if a change occurs in their condition/disability. Undertake confidential survey of all staff and Academy Councillors to ascertain access needs.	At least annually As recruited	SENDCO Head Teacher	All PEEPs in place for disabled students and all staff aware of all students' access needs. Ensure the access needs of all adults regularly on site are met.
3	All Academy staff and Academy Councillors are updated on access issues.	Provide up to date information and training, as needed, on disability equality for all staff.	Annually	SENDCo	Raised confidence of staff and Academy Councillors in commitment to meet access needs.
4	Improve signage and visibility for visually impaired people around the site.	Replace external lighting that is insufficient. Replace bulbs immediately when blown. Ensure signage is clear and appropriate.	Ongoing Ongoing Review	Caretaker/Site Manager Site Manager	Visually impaired people feel safe in the grounds. Access around the site easier for all.

	Targets	Strategies	Timescale	Responsibility	Outcomes
5	Ensure all paths, ramps and communal areas are free of foliage, overgrowth and fallen leaves.	Site team to complete weekly checks to ensure the site is free of obstructions.	Weekly Check	Site Team	Students have free and easy access of all paths and communal areas.
6	Ensure that all students and visitors with a disability can be safely evacuated.	Put in place Personal Emergency Evacuation Plans for all disabled students. Review Evacuation Procedures to ensure all staff are aware of their responsibilities. All Fire Marshals have up to date training.	Annually Annually Biannually	SENDCO Fire Marshals Site Manager Head Teacher	All disabled students and staff working with them are safe and confident in event of fire (or other situations where evacuation is deemed necessary).
7	Appropriate and sufficient parking for students and visitors with disability.	Review car park layout.	Annually	Head Teacher Site Manager	Sufficient parking for disability vehicles with appropriate access to all students and visitors.
8	Ensure that the edges of all steps in the Academy are visible. (Playing fields steps and steps to Mobile)	Paint and maintain the paint on edges of each step.	Annually	Site Manager	All steps are visible to all members of the Academy. Implementing an ongoing plan of action to check 6 monthly.

ACCESS TO THE CURRICULUM

	Targets	Strategies	Timescale	Responsibility	Outcomes
1	Ensure all Teaching Assistants (TAs) have continued specific training on appropriate disability issues.	Liaise with Teaching Assistants to establish needs relating to disability issues. Arrange appropriate training for TAs.	Annually	SENDCO	Raised level of awareness of students with disability ensuring curriculum suits students' requirements.
2	Ensure all staff are aware of disabled students' curriculum access.	All disabled students have a PEEP (to be reviewed annually). Training for all staff on specific curriculum requirements for disabled students.	Annually	SENDCO	All staff aware of individual student's access needs. All staff informed of requirement on a regular basis.
3	Ensure all staff are aware of and able to use relevant software and resources.	Audit SEND resources and analyse for relevance.	Ongoing	SENDCO	Wider use of SENDCO resources in mainstream classes and throughout the Academy.
4	Enable disabled students to have full access to extra-curricular activities and Academy trips.	Discussion with lead staff of extracurricular activities, trips and residential visits. Identify potential areas of difficulty. Organise additional activities for disabled students as needed. Develop guidance for staff on making trips and activities fully accessible.	Ongoing	SENDCO Assistant Head Teacher	All students in Academy able to access all activities, receiving full educational entitlement.
5	Continue to review PE curriculum to ensure disabled students continue to have access to physical education.	Ensure there is PE provision within the Academy.	Ongoing	PE Coordinator SENDCO	All students able to access physical activities.

7. IMPROVING ACCESS TO INFORMATION

	Targets	Strategies	Timescale	Responsibility	Outcomes
1	Review information shared with parents and carers to ensure it is accessible.	<p>Ask parents and carers about access needs when student is admitted to Academy and review regularly.</p> <p>Ensure all letters home are accessible in line with SENDIASS guidelines.</p> <p>Produce information in a format which they can access.</p>	Ongoing	Deputy Head Teacher	All parents and carers receiving Academy information in a format they can access.
2	To provide written information to students in an appropriate format.	Continue to develop methods of presenting information for visually impaired students when they are admitted to the Academy, in discussion with parents and carers.	Ongoing - reviews annually	SENDCO	All students can access written information appropriately.
3	Ensure all staff are aware of guidance on accessible formats.	Ensure awareness for all staff on accessible formats.	Annually	SENDCO	All staff aware of student, parents and carers preferred methods of communication.
4	Include discussion of access to information in all annual reviews of SEND needs.	<p>Ensure preferred method of communication is used.</p> <p>Develop strategies through EHCP.</p> <p>Deliver strategies to all staff through training, as needed.</p>	Annually	SENDCO	<p>To ensure all students can access the curriculum.</p> <p>To ensure all staff are aware of the relevant strategies and how to implement them.</p>
5	Produce accessibility information to increase support for parents and carers of disabled students.	Establish with parents and carers a SEND information point of contact.	Review Annually	SENDCO	To ensure all parents and carers are aware of how the Academy will ensure full accessibility within the Academy.

9. PARENTAL GUIDANCE

9.1 Academies must not discriminate against disabled students for a reason relating to their disability. They should promote the inclusion of disabled students in their admission arrangements and in all aspects of Academy life.

Accessibility Plans and 'Reasonable Adjustments'

Academies will vary widely in how accessible they are to individual disabled students. Parents and carers should check what improvements have been made and what is being planned when considering which Academy they would like their child to attend.

Every Academy must have an Accessibility Plan which shows how they intend to improve accessibility for disabled students. The plan must be published and you can ask to see it. It will outline how the Academy will:

- improve the physical environment
- make improvements in the provision of information
- increase access to the curriculum

Academies can also increase access for individual students by making 'reasonable adjustments'. These can be simple changes for instance, making sure lessons are on the ground floor if one of the students uses a wheelchair and the Academy does not have a lift.

They may also be able to offer assistance during assessments or exams, so that students are assessed fairly during their course.

You should always talk to the Academy to discuss what it can reasonably do to include your child.

Improvements to the Physical Environment

Changes to the physical environment that an Academy could make to increase access might include:

- lighting and paint schemes to help visually impaired children
- lifts and ramps to help physically impaired children
- carpeting and acoustic tiling of classrooms to help hearing impaired students

Improving the Way Information is Delivered to Disabled Students

Information that is normally provided in writing (such as handouts, timetables and textbooks) can be made more accessible by providing it:

- in Braille
- in large print

- on audiotape
- using a symbol system

Increased Access to the Curriculum

Adjustments that would help disabled students have better access to the curriculum might include:

- changes to teaching and learning arrangements
- classroom organisation
- timetabling
- support from other students

Assistive Technology

Technology suited to your child's needs can help them learn faster and more easily. This can increase their access to the curriculum. Examples of technology that can help include:

- touch-screen computers, joysticks and tracker balls
- easy-to-use keyboards
- interactive whiteboards
- text-to-speech software
- Braille-translation software
- software that connects words with pictures or symbols

Some Academies may already have this kind of technology available, or may be planning to get it. Arrangements for distributing resources and funding for equipment vary throughout the UK. If your child has a statement of special educational needs (EHCP), the help on their EHCP must be provided. This may include special equipment.

Academy Transport

The same basic rules apply to all children. But LEAs can make a decision to provide transport on a case by case basis for a disabled child. Your LEA will assess your child's needs when making a decision, taking into account your child's health and/or disability and their age. If your child is offered Academy transport, the vehicle should have the relevant equipment to suit your child's needs - for example ramps or lifts.

Most local councils also provide escorts on Academy transport if needed.

You may be able to get help with your own costs for taking your child to Academy. Your LEA will be able to tell you if this is possible.

Some LEAs have different transport policies concerning students going to special Academies.

If Your Child Cannot Attend School for Medical Reasons

If your child cannot attend the Academy because of health problems, your Local Authority is responsible to help them to continue their education. This could be achieved through home schooling, for example.