

## The Crest Academy Academy Accessibility Plan

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<b>Department Owner</b>	Operations (National)
<b>Section Owner</b>	Education (National SEND Lead)
<b>Approver</b>	Education & Personnel Committee
<b>Date Approved</b>	July 2015
<b>Review Date</b>	July 2018
<b>Status</b>	This policy must apply to all E-ACT academies. The Headteacher is responsible for ensuring that all academy specific information is completed.

## 1 Accessibility Plan [2015 - 2018]

### 1.1 Introductory statement

This Accessibility Plan (**Plan**) has been drawn up in consultation with staff parents and pupils of the Academy and covers the period from September 2017 to July 2018. The plan is available in large print or other accessible format if required.

The plan takes account of the Academy's public sector equality duty set out in section 149 of the Equality Act 2010.

We are committed to providing an environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

## 2 Background

### 2.1 The Academy's layout and facilities

The Academy is committed to making reasonable adjustments to allow disabled pupils to access educational provision at the Academy. The Academy is a large single site, for 1,069 pupils. It is built on 5 floors across 4 blocks and four lifts have been installed to assist with curriculum access, passes are given on arrival to access lifts. There are several entrances to the building, which are level to the ground and therefore suitable for wheelchair access. Classrooms are accessed by corridors in all 4 blocks. Breakout spaces are accessible to wheelchair users. There is currently 25 accessible toilets for students or adults with disabilities.

We plan, over time, to increase the accessibility of provision for all pupils, staff and visitors to the Academy in the following areas:

- increase the extent to which disabled pupils can participate in the Academy curriculum
- improve the physical environment of the Academy to increase access to education by disabled pupils
- improve the delivery of information to pupils, staff, parents and visitors with disabilities.

Attached are three action plans relating to the above. These will be reviewed as and when necessary. It is acknowledged that there will be need for ongoing awareness training for all staff in the matter of disability discrimination and the potential need to inform attitudes on this matter.

The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

- Academy prospectus
- disability equality scheme
- equal opportunities policies
- health and safety policy
- special educational needs policy

The Plan will be monitored through the Raising Achievement Board. There will be a full

review of the Plan in the summer term of each year and a new Plan will be produced to cover the next three years for the autumn term.

### **3 Welcoming and preparing for disabled pupils**

Where it is practicable to make reasonable adjustments to enable a prospective pupil to take up a place at the Academy and to satisfy the current admissions criteria, the Academy is committed to providing those reasonable adjustments.

In order to meet the needs of disabled pupils, the Academy requires full information. The Academy will ask prospective pupils to disclose whether they have received any learning support, have had an educational psychologist's report or have any disability or other condition of which the Academy should be aware. Where a pupil has a statement of special educational needs the Academy will work with the Local Authority (**LA**) who makes and maintains the statement to ensure that the identified provision is delivered in an appropriate manner.

In assessing the pupil or prospective pupil, the Academy may need to take advice and require assessments as appropriate. The Academy will be sensitive to any issues of confidentiality.

### Increasing the extent to which disabled pupils can participate in the Academy curriculum

	<b>Targets</b>	<b>Strategies</b>	<b>Outcome</b>	<b>Timeframe</b>	<b>Goals achieved</b>
<b>Short term</b>	Enable staff to increase their knowledge and understanding of needs of disabled pupils and differentiating the curriculum.	Training of staff.	Staff confidence in providing appropriate teaching and support to more fully meet the requirements of disabled pupils' needs with regards to accessing the curriculum.	October and ongoing training throughout the year as needed 2017	Flexible approach to disabled pupils and increase in access to the National Curriculum.  Success of disabled pupils in examinations.
<b>Medium term</b>	To enable staff to plan lessons which are responsive to diversity and the needs of students.	Training and workshops– support in planning lessons. There are high expectations of all students regardless of their disability.	Staff confident in planning lessons which fully acknowledge and are responsive to the diversity of students.	December 2018	The culture and ethos of the academy is fully inclusive and all students whatever their disability are able to access the curriculum.
<b>Long term</b>	To increase the extent to which disabled students can participate in the Academy curriculum overcoming all barriers to learning. To improve the delivery of information to students, staff, parents and visitors with disabilities.	Training of staff regarding bespoke differentiation strategies as needed. Training of staff regarding planning for enrichment/visits/trips so that disabled students are able to attend/take part.  Information to be made available in a range of formats.	All students are able to participate in all curriculum activities including enrichment, visits and outings. All stakeholders of the academy are kept informed of academy events and information	July 2018	Inclusive approach to Academy life outside of taught lessons. The inclusive nature of the Academy extends to all stakeholders promoting/creating relationships that extend beyond the school environment.

### **Key points to consider when completing this table**

- do teachers have the necessary training to teach and support disabled pupils?
- are classrooms optimally organised for disabled pupils?
- are lessons responsive to pupil diversity?
- do lessons involve work to be done by individuals, pairs, groups, whole class?
- do staff recognise and allow for additional time required by some disabled pupils to use equipment in practical work?
- do staff recognise and allow for the mental effort expended by some disabled pupils, e.g. lip reading?
- do you provide access to computer technology appropriate for pupils with disabilities?
- are there realistic expectations of all pupils?
- do staff seek to remove all barriers to learning and participation?
- are pupils encouraged to take part in music, drama and physical activities?
- do staff provide alternative ways of giving access to experience or understanding for disabled pupils who cannot engage in particular activities, e.g. some form of exercise in physical education?

### Improving the physical environment of the school to increase access to education by disabled pupils

	<b>Targets</b>	<b>Strategies</b>	<b>Outcome</b>	<b>Timeframe</b>	<b>Goals achieved</b>
<b>Short term</b>	Incorporation of appropriate colour schemes when refurbishing to benefit pupils with visual impairments.	Seek advice from LA sensory support service on appropriate colour schemes.	Some areas are made more accessible to visually impaired children.		Physical environment improved.
<b>Short term</b>	Enable disabled pupils and visitors to park within reasonable distance of the School.	Designate at least one parking space for disabled people and signpost it clearly.	Parking for disabled people achieved.	December 2017	Improved access to School site.
<b>Medium term</b>	Provide accessible toilet facilities for disabled pupils and visitors.	Identify appropriate existing facility and improve it.	Minimum of one accessible toilet.	December 2017	Improved facilities for disabled students and visitors.
<b>Long term</b>	Enable disabled pupils and visitors to access the ground floor of the School building.  Plan to fit ramps and handrails to the entrances and exits which have priority.	Planned use of minor capital delegated resources and discuss with the LA using Schools Access Initiative funding.	Having secured capital resources from the LA the school's entry areas will be fully accessible.	December 2017	Physical accessibility increased.
<b>Long term</b>	Provide access to upper storey classrooms if at all practicable.	Research and cost lift / staircase and funding with the LA.	Ability of disabled pupils to access all areas of the School.	December 2017	Improved access to educational facilities.

### **Key points to consider when completing this table**

- does the size and layout of areas, including all academic and social facilities, classrooms, canteen, library and common areas allow access for all pupils?
- can pupils who use wheelchairs move around the Academy without experiencing barriers to access such as those caused by doorways, steps and stairs, and toilet facilities?
- are pathways of travel around the Academy site and parking arrangements safe, routes logical and well signed?
- are emergency and evacuation systems set up to inform all pupils, including pupils with SEN and disability; including alarms with both visual and auditory components?
- are non-visual guides used, to assist people to use buildings?
- could any of the décor or signage be considered to be confusing or disorientating for disabled students with visual impairment, autism or epilepsy?
- are areas to which pupils should have access well lit?
- are steps taken to reduce background noise for hearing impaired pupils such as considering a room's acoustics, noisy equipment?
- is furniture and equipment selected, adjusted and located appropriately?

## Improving the delivery of information to disabled pupils

	Targets	Strategies	Outcome	Timeframe	Goals achieved
<b>Short term</b>	Ensuring availability of written material in alternative formats.	Become aware of the services available through the LA for converting written information into alternative formats.	If needed, the School could provide written information in alternative formats.	December 2017	Delivery of information to disabled pupils is improved.
<b>Short term</b>	Ensure that all staff are aware of students who may require written material in alternative formats.	Staff are able to easily identify who may require written material in alternative formats and use this information to inform the planning of lessons.	All students are able to fully access the curriculum and extra curricular information.	December 2017	Delivery of information to disabled pupils is improved.
<b>Medium term</b>	Staff to become familiar with technology that is available to assist disabled students in accessing the curriculum.	Staff training regarding assistive technology available to support disabled students in accessing the curriculum.	Disabled students are able to make use of assistive technology increasing their ability to successfully access the curriculum.	December 2017	Flexible approach to disabled pupils and increase in access to the National Curriculum. Success of disabled pupils in examinations.
<b>Long term</b>	Information is presented students, staff, parents and visitors in a way which is user friendly for people with disabilities	Staff training to develop awareness of disability and how to plan events and information evenings to include alternative formats where necessary. (It may be necessary to plan for generic access needs.)	All events and information evenings are planned to include alternative formats where necessary.	July 2017	Flexible approach in delivering events and information evenings, ensuring that the inclusive nature of the Academy extends to all stakeholders.

**Key points to consider when completing this table**

- do you provide information in simple language, symbols, large print, on audiotape or in Braille for pupils and prospective pupils who may have difficulty with standard forms of printed information?
- do you ensure that information is presented to groups in a way which is user friendly for people with disabilities e.g. by reading aloud overhead projections and describing diagrams?
- do you have the facilities such as ICT to produce written information in different formats?
- do you ensure that staff are familiar with technology and practices developed to assist people with disability