



Zouch Academy

ACCESSIBILITY PLAN



ACCESSIBILITY PLAN- 2014-2015

We believe that this Accessibility Plan is compliant with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Principal, SENCO and Estates manager are accountable for ensuring the implementation, review and reporting on progress of the Accessibility plan over a prescribed period.

1. The Zouch Academy Accessibility Plan has been drawn up based upon information supplied by the Local Authority (LA), and in conjunction with pupils, parents, staff and governors of the school and will advise other school planning documents. The Accessibility Plan will be reported upon annually in respect of progress and outcomes, and provide a projected plan short, medium and long term plan ahead of the next review date. This plan was updated in October 14 to reflect new statutory requirements for the setting of Equality Objectives.
2. The Accessibility Plan is structured to complement and support the School's Equality Objectives, and will similarly be published on the school website. We understand that the LA may monitor the school's activity under the Equality Act 2010 and will advise upon the compliance with that duty.
3. We are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
4. The Zouch Academy plans, over time, to increase the accessibility of provision for all pupils, staff and visitors to the school. The Accessibility Plan will contain relevant actions to:
 - Improve access to the **physical environment** of the School, adding specialist facilities as necessary. This covers making reasonable adjustments and improvements to remove physical barriers to access the buildings and provide physical aids to access education as necessary.

- Increase access to the **curriculum** for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as are the able-bodied pupils. This covers teaching and learning and the wider curriculum of the School such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist **auxiliary aids and equipment**, which may assist these pupils in accessing the curriculum.
- Improve the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand outs, timetables, leaflets and information about the School and school events. The information should be made available in various preferred formats within a reasonable time frame.

5. The Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

6. Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

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

- Curriculum
- Equal Opportunities Policy and objectives
- Staff Development
- Health & Safety (including off-site safety)
- Disability Equality Scheme
- Inclusion
- Special Educational Needs
- Behaviour
- School Improvement Plan
- School Brochure and Mission Statement
- Teaching and Learning Policy

8. The Accessibility Plan will be published on the School/WHF website.

9. The Accessibility Plan will be monitored through the Interim Executive Board.

10. The Accessibility Plan may be monitored by Ofsted during Inspection processes in relation to the Equality Act 2010.

Issue No: 1 Date Approved: **October 2014** Review Date: **October 2015**

Accessibility Plan 2014 - 15
Improving the physical Access

Planning area	Targets	Strategies	Timescales	Lead	Success Criteria
Access to physical environment					
Short term	All staff make classrooms accessible	Develop system to allow entry for wheel chair users	As necessary or by	Estates teams/Principal	Reasonable adjustments are reviewed and maintained and consistently updated to improve access and safety
Medium term	All staff make classrooms accessible	Circulate a "Reasonable Adjustments" classroom check list to all staff. Ensure all classrooms are organised in accordance with pupil need. On-going training in disability awareness	As necessary	Principal	
Long term	Make entry to all areas more accessible for wheel chair users and others, think beyond the ramp.	Improve access to all areas during any re-design	Estates teams/Principal	Estates team/principal	
Short term	Improve signage and external access for visually impaired	Replace external light bulbs immediately when blown	As necessary	Estates teams	Safety for the visually impaired is improved within the school environment
Medium term		Review and paint yellow stripes on edges of all external steps	As necessary	Estates team	Access around the school site is improved
Short term	Ensure that all disabled pupils	Put in place (PEEP)	As and when	Principal/staff	All disabled children

	can be safely evacuated	Personal Emergency Evacuation Plans for identified pupils, where and when necessary	necessary		and staff working with them are safe and confident in the event of a fire
Short term	Ensure all fire escape routes are suitable for all and free from obstruction at all times	Review means of escape for disabled pupils/visitors during review of fire risk assessment and fire drill practices, ensure staff are aware of the need to keep fire escapes clear at all times	As necessary	Estates teams/Principal/staff	All common facilities are located on the ground level with ramp access, all fire escapes kept clear and pupils have safe exit at all times.
Short term	Introduce access ramp	Provide ramp for access into main reception area	By Jan 2015	Estates manager	All disabled persons have unrestricted access into reception area

Accessibility Plan 2014 - 15
Improving the physical Access

Planning area	Targets	Strategies	Timescales	Lead	Success Criteria
Access to physical environment					
Medium term	Disabled bay signage/markings	Keep under review the need for disabled parking	As necessary	Estates team/Principal	Accessible parking bay for disabled staff & visitors
Medium term	Ensure that access to school buildings and site can meet diverse pupils needs	Accessibility & clarity of signs around school Awareness of independent access	On-going	Estates teams/Principal/Staff Principal/staff	Access to school buildings and site improved

		Clear identification of room functions.		Principal/staff	
Medium term	Any redecorating or alterations within the school is sympathetic to the visually impaired	Advice taken re-lighting and colour schemes before any further decorating takes place.	As necessary	Estates team	The school decorates in a way that is sympathetic to the Visually impaired.
Long term	Provision/upgrades of disabled toilets	Disabled toilets accessible for adults and pupils, keep under review and continue to audit disabled toilets as necessary	As necessary or by	Estates teams/Principal	Pupils and adults have access to a disabled toilet with adequate fixtures/fittings
Long term	Any future plans for further development of the building take DDA issues in to account.	Work with surveyors when planning modernisations.	As necessary	Estates team	Where it can be reasonably achieved, the school building continues to be accessible for all.

Accessibility Plan 2014 - 15
Improving Access to the Curriculum

Planning area Access to the curriculum	Targets	Strategies	Timescales	Lead	Success Criteria
Short term	Ensure all Staff and governors have access to specific training on disability/equality issues	Use staff audit to identify training needs and inform professional Development process		Principal/SENCO	Raised confidence of staff/governors in strategies for differentiation and increased pupil

					participation from a disability equality perspective
Short term	Ensure all staff are aware of disabled pupils curriculum access	Set up system for information to be shared with appropriate staff (including lunchtime supervisors) Display information relating to individual pupils needs in staffroom	As and when necessary As and when necessary	Principal/SENCO	All staff aware of individual pupils access needs. All staff are aware of individual care plans for pupils with specific allergies, medical needs
Short term	Ensure all staff are aware of, and able to use, SEN software and resources	Audit all SEN ICT and other resources and make list available to all staff Run individual training sessions on use of SEN resources		Principal/SENCO/IT team	Wider use of SEN resources in mainstream classes
Medium term	Ensure access to computer technology appropriate for pupils with disabilities	ICT plan includes prioritised list for computer technology as required for pupils with disabilities	As required unless needs of pupils in school require immediate action	Principal/SENCO/IT team	Access to appropriate computer technology will be improved for all disabled pupils
Short term	Reflect identified areas of need in lesson planning and delivery On-going programme of staff training in disability	Incorporate Quality First teaching into all planning	On-going	Principal/SENCO	Improved access to curriculum for all pupils

	awareness to reflect diverse needs of pupils within the school & anticipatory duties. Purchase of resources to increase student participation				
Medium term	Ensure all policies consider the implications of Disability access	Consider all policies in view of priorities	On-going	Principal/Governors/Estates	Access to all aspects of school life for all pupils

Accessibility Plan 2014 - 15
Improving Access to the Curriculum

Planning area Access to the curriculum	Targets	Strategies	Timescales	Lead	Success Criteria
Short term	Eliminate all discrimination and harassment of disabled pupils/stakeholders	Strict reporting and recording procedures to ensure that pupils/stakeholders with disability are not being bullied or harassed. New staff to be aware of plan through induction	Allocated time system in place monitoring time	Principal/SENCO	Incidents of discrimination and harassment are zero
Short term	Ensure appropriate information and communication	Ensure different communication formats are available in school and are	On-going	School Office	The school is enabling pupils to learn and communicate through

	formats meet the individual needs of pupils and others with disabilities	accessible. Ensure that communication from school is accessible to all parents and carers. This should include website/noticeboards/phone calls/information sessions			varied formats that are matching individual needs. The school monitors all communication formats to ensure all stakeholders are able to receive information
Short term	Review PE curriculum to ensure PE accessible to all	Gather information on accessible PE and disabled sports See disabled sports people to come into school	As required	PE coordinator	All to have access to PE and able to excel
Medium term	Increase confidence of all staff in differentiating the curriculum	Be aware of staff training needs on curriculum access Assign CPD for dyslexia, differentiation and recording methods Online learning modules if required	On-going and as required	SENCO	Raised staff confidence in strategies for differentiation and increased pupil participation

Accessibility Plan 2014 - 15
Improving Access to the Curriculum

Planning area Access to the curriculum	Targets	Strategies	Timescales	Lead	Success Criteria
Medium term	Improve range of skills and experience	Employment of specialist support	On-going	SENCO Principal	Pupils are more able to access the curriculum

	available within the school so that the school is better able to assess and provide for the needs of pupils with disabilities and learning difficulties	assistants with skills and expertise. Specialists are used to work with pupils or provided training for staff			regardless of their learning difficulties and disabilities. Specialised support and resources are used to meet the needs of children with a disability and special educational needs.
Medium term	Heighten awareness of mainstream staff in relation to strategies and procedures employed by speech therapists for SLCD pupils	Provide training in relation to SLCD issues, for all staff	As required	Speech therapist/sensory team	Increased confidence of staff in supporting pupils with SLCD needs within mainstream
Medium term	Ensure all policies consider the implication of Disability access	Consider all policies in view of priorities	On-going	Governors	Access to all aspects of school life for all pupils
Short term	Monitor how well pupils with disabilities are achieving academically and socially	Identify which pupils with disabilities are SEN and those who are not. Include personalised learning plans, as appropriate. All new staff to be aware of plan through induction	On-going	SENCO	Systems in place monitoring academic and social progression and differentiation. Parents/carers are involved in process.

Accessibility Plan 2014 - 15
Improving Access to the Curriculum

Planning area Access to the curriculum	Targets	Strategies	Timescales	Lead	Success Criteria
Short term	Ensure all children on SEN register have a provision map in place Provision maps for all children on the SEN register	Provision map is up to date and forms a key part of the planning and assessing process for all staff	Review every term	SENCO	Pupils with SEN are included in their learning of the curriculum. Provision maps in place and highlighted to support the needs of individual children.
Short term	Promote positive attitudes towards pupils and all others with disabilities	Celebrate and highlight key national/local events such as Paralympics, deaf awareness and learning Disability week. Review EPR curriculum. Promote outside visits from disability groups		All staff	Pupils are demonstrating that they understand and have a positive attitude towards disability
Short term	Recruitment policy	Ensure recruitment policy considers all appropriate qualified people who have a disability and does not discriminate intentionally or unintentionally	On-going	HR	People who have disabilities are welcome to apply for jobs and are able to state that they have been treated equally, regardless of outcome
Short term	All staff able to deal with emergencies	All staff able to deal with emergencies impacting on pupils with disabilities.	On-going	All staff	All staff are showing confidence and competency in dealing with emergencies and

		Nominated staff to be trained in use of specific medical equipment			unforeseen developments
Short term	All educational visits to be accessible to all	Develop guidance for staff on making trips accessible. Ensure each venue is vetted for appropriateness			

Accessibility Plan 2014 - 15
Improving Delivery of written information

Planning area Delivery of written information	Targets	Strategies	Timescales	Lead	Success Criteria
Medium term	Review information to parents/carers to ensure it is accessible	Provide information and letters in clear print in "simple" English School office will support and help parents to access information and complete school forms Ensure website and all document accessible via the school website	During induction On-going Current	School Office School Office School Office/website design team	All parents receive information in a form that they can access All parents understand what are the headlines of the school information

		can be accessed by visually impaired			
Medium term	Improve the delivery of information in writing in an appropriate format	Provide suitable enlarged, clear print for pupils with visual impairment	As required	Office/staff	Excellent communication
Short term	Ensure all staff are aware of guidance on accessible formats	Guidance to staff on dyslexia and accessible information	On-going	SENCO	Staff produce their own information
Short term	Annual review information to be as accessible as possible	Develop child friendly IEP review formats	On-going	SENCO	Staff more aware of pupils preferred method of communication
Medium term	Languages other than English to be viable in school	Some welcome signs to be multi-lingual		EAL co-ordinator	Confidence of parents/Carers to access the child's education
Medium term	Provide information in other languages for pupils or prospective pupils who may have difficulty with hearing of language problems	Access to translators, signs language interpreters to be considered and offered if possible.	As required	SENCO	Pupils and/or parents feel supported and included