

ACCESSIBILITY PLAN

School Name: John Whitgift Academy

Date: January 2022

Policy to be reviewed every 3 years

Introduction

It is our intention to remove, as far as we can, those barriers which make it hard for children and adults with a disability to take part in the day-to-day life of our school and benefit from the educational experiences and services we provide.

We aim to ensure that our academy is a welcoming place that understands and responds effectively to children and adults with disabilities, and we recognise the importance of a review and planning procedure associated with continuous development and improvement.

The Equality Act 2010 defines disability as a *'physical or mental impairment which has long-term and substantial adverse effect on their ability to carry out normal day to day activities'*.

This definition provides a relatively low threshold and includes more children than many realise: 'long term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. This definition includes sensory impairments such as those affecting sight or hearing and long term health conditions such as asthma, diabetes, epilepsy and cancer. Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect. Children and young people with such conditions do not necessarily have SEN, but there is a significant overlap between disabled children and young people and those with SEN.

The Equality Act 2010 sets out the legal obligations that schools, early years providers, post-16 institutions, local authorities and others have towards disabled children and young people:

- They must not directly or indirectly discriminate against, harass, or victimise disabled children and young people
- They must not discriminate for a reason arising in consequence of a child or young person's disability
- They must make reasonable adjustments, including the provision of auxiliary aids and services, to ensure that disabled children and young people are not at a substantial disadvantage compared with their peers
- This duty is anticipatory – it requires thought to be given in advance to what disabled children and young people might require and what adjustments might need to be made to prevent that disadvantage
- Academies are allowed to treat disabled children/young people more favourably than non-disabled children/young people, and in some cases are required to do so, by making reasonable adjustments and making changes to practices to ensure, as far as is reasonably possible, that a disabled person can benefit from what the academies offer to the same extent that a person without that disability can ie to put them on a more level footing with children/young people without disabilities

- Public bodies, including further education institutions, local authorities, maintained schools, maintained nursery schools, academies and free schools are covered by the public sector equality duty and, when carrying out their functions, must have regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations between disabled and non-disabled children and young people. Public bodies also have specific duties under the public sector equality duty and must publish information to demonstrate their compliance with this general duty and must prepare and publish objectives to achieve the core aims of the general duty. Objectives must be specific and measurable.

The duties cover discrimination in the provision of services and the provision of education, including admissions and exclusions. All providers must make reasonable adjustments to procedures, criteria, and practices and by the provision of auxiliary aids and services.

School governing bodies and proprietors must also publish information about the arrangements for the admission of disabled children, the steps taken to prevent disabled children being treated less favourably than others, the facilities provided to assist access of disabled children, and their accessibility plans.

The Responsible Body

The responsible body (in maintained schools this the governing body) must prepare;

- an accessibility plan
- further such plans at such times as may be prescribed

An accessibility plan is a plan for, over a prescribed period

- increasing the extent to which disabled children/young people can participate in the school's curriculum
- improving the physical environment of the school for the purpose of increasing the extent to which disabled children/young people are able to take advantage of education and associated services provided or offered by the school, and
- improving the delivery to disabled children/young people –
 - (i) within a reasonable time, and
 - (ii) in ways which are determined after taking account of their disabilities and any preferences expressed by them or their parents,

of information which is provided in writing for children/young people who are not disabled.

- an accessibility plan must be in writing
- during the period to which the plan relates, the responsible body must keep its accessibility plan under review and if necessary, revise it.
- It is the duty of the responsible body to implement its accessibility plan

Schools have had a duty to produce an accessibility plan since September 2002. These initial plans should have been in place by April 2003.

The Statutory Policies for Schools (Sept 2014) states that it is a requirement that maintained schools, academies, free schools, independent schools, sixth form colleges, further education colleges and Pupil Referral Units must review their accessibility plan every three years. It also states that approval should be by the governing body however, they are free to delegate the approval right to a committee of the governing body, and individual governor or the head teacher.

Other relevant legislation, regulations & guidance;

Children & Families Act (2014)

The Special Educational Needs & Disability Regulations (2014)

The SEND Code of Practice (revised April 2015)

Supporting pupils at school with medical conditions (2014)

Working Together to Safeguard Children (2013)

Reasonable adjustments for disabled pupils (2012)

Disability Discrimination Order (2006)

The Mental Capacity Act Code of Practice: Protecting the vulnerable (2005)

The Children Act 1989 Guidance and Regulations Volume 2 & 3

DfES *"Accessible Schools: Planning to increase access to schools for disabled pupils"*

Health Standards (England) Regulations 2003

The School's Context

We are an academy for children/young people who age from 11 years to 16 years. The academy comprises of 6 buildings covering a large site, some of two storey construction.

In the years 2020/2021 1.6 % of the academy's population was identified as having a disability under the definition.

Formulating our Accessibility Plan

The priorities for the Accessibility Plan for our academy were identified by a planning group who consisted of:

- **Headteacher/Principal**
- **SENCO/Inclusion Manager**

(Further views and consultation to be undertaken during the academic year 2021/2022)

Process

Our accessibility plan has been developed as follows:

- 1) Access audit and review of current activities completed
- 2) Actions to eliminate barriers identified (with short-term, medium term and long term targets)
- 3) Goals and targets set which can be measured & include time frames
- 4) Consultation with school staff, governors and other bodies ie parents/carers
- 5) The Plan's contents checked
- 6) Publication of the plan

- 7) Implemented the plan and allocated adequate resources
- 8) Evaluated the plan every 3 years (with the accessibility plan under on-going review and revision as necessary)

In addition to this we will;

- Continually review the environment of the academy, the way we plan, prepare and deliver curriculum and the information we provide for children/young people so that we can improve the access for both individuals and groups
- Work to provide an atmosphere where all children/young people feel safe and valued
- Promote understanding of disability and work to show positive models of people with a disability. We will avoid stereotypes and use language which emphasises the person rather than the disability.
- Examine those parts of our active and extra-curricular activities which may have limited access for children/young people with a disability and see if it is possible to provide learning experiences which promote similar development of knowledge and understanding.

Accessing the School's Accessibility Plan

***The school's accessibility plan is available on the school website.
Paper copies are available on request.***

Other School Policies & Documentation

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

- Special Educational Needs Policy and the school's SEN Information Report

The School's Complaints Procedure covers the Accessibility Plan.

Attached is a set of audits and action plans relating to the key aspects of accessibility.

AUDITS & ACTION PLANS

Access Audit

Date: October 2021

Lead member of staff: Miss C Glaves

Section 1 The school can deliver the curriculum to all children/young people. Give details of items developed, current practise and things to be developed.

Statement	Fully	Partly	Not	Plan Prompt
Teachers and assistants have trained to teach and support disabled children/young people. Staff are confident about meeting the needs of children/young people with a disability.	X			
All school staff and the governors have had access to training on disability equality and inclusion.	X			
We take advice to ensure our classrooms are optimally organised and resourced for disabled children/young people.	X			
Positive images of people with different abilities are apparent in the classrooms and the school generally.	X			
Staff plan alternative ways of providing experience and understanding of parts of the curriculum ie All children/young people are encouraged to take part in music and physical activities. Alternative forms of exercise are given in PE and games for disabled children/young people.	X			
Lessons are responsive to diversity. Lessons allow children/young people to work individually, with a partner, in groups and whole class. There is extensive peer support and collaborative learning in support of those with a learning disability.	X			

Statement	Fully	Partly	Not	Plan Prompt
When planning the deployment of additional adults, there is a consideration of pupils with disabilities so that if needed, they benefit from high staffing ratios and smaller group activities in	X			

order to ensure their inclusion and raise attainment.				
Staff recognise and allow for the mental effort/additional time required by some disabled children/young people, eg using lip reading, processing time for children/young people on the ASD Spectrum.	X			
When renewing computer hardware and software, machines and materials are chosen to support children/young people with a disability, eg vocalising braille, touch screen, assistive technology.	X			
Provision of laptops is considered to aid recording and/or communication.	X			
School visits are subject to a regular review to ensure increased levels of access or alternative experience.	X			
The school links with other schools to share good practice.	X			
Staff seek to remove all barriers to learning and participation. When curriculum units are developed the originators always ask if there could be a disability dimension.	X			
Access Arrangements are used when appropriate to support children/young people with accessing assessments.	X			
The school signpost children, young people and families to further support eg Together Information Exchange, ASCETS, Autism Family Practitioners, SAIDSEND, IFSS	X			
A governor takes particular interest in, and responsibility for promoting disability awareness and inclusion.	X			

Section 2: The school is designed to meet the needs of all children/young people.

Statement	Fully	Partly	Not	Plan Prompt
The size and layout of areal allow access for all children/young people, including wheelchair users.		X		
In considering the school budget there is a clear plan to improve access and resources for those with a disability.		X		
There is a plan which shows priorities for major and minor works, costed and included in the School Improvement Plan.	X			

The school has procedures to ensure the rigorous maintenance of specialist equipment and facilities.	X			
Emergency and evacuation systems set up to inform all pupils including children/young people with SEN, including alarms with both visual and auditory components.	X			
Personal Evacuation Plans (PEEPs) in place to provide people with any form of disability, who cannot be adequately protected by the standard fire safety provisions within a premises, with similar level of safety from the effects of fire as all other occupants.	X			
With regards to ' <i>Supporting pupils at school with medical conditions (2014)</i> ', there is a policy in place for the effective and safe administration of medication.	X			
Personal hygiene and medical issues are dealt with full attention to the safety and dignity of all concerned ie children/young people taking medication, those with limited toileting training.	X			
Pathways of travel around the school site and parking arrangements are safe. Disabled parking spots are available.		X		

Statement	Fully	Partly	Not	Plan Prompt
There is a positive attitude to the recruitment and employment of staff with a disability and a good knowledge about the levels of support they are entitled to.	X			
Furniture and equipment is selected, adjusted and located appropriately. Steps are taken to reduce the background noise for HI children/young people and advice sought from other agencies to take appropriate measures in the classroom	X			
The décor and/or signage is not confusing or disorientating for children/young people with a visual impairment, autism or epilepsy. Colour schemes provide colour & tonal contrast for VI children/young people. Labels and signs are presented		X		Old building/site - limitations

pictorially and in written word if needed for people with a disability.				
---	--	--	--	--

Section 3: The school delivers materials in other formats.

Statement	Fully	Partly	Not	Plan Prompt
Information is provided in simple language, symbols, large print, on audiotape or in braille for children/young people and prospective pupils who may have difficulty with forms on printed information.				Currently available on request
Information is presented to groups in a way which is user friendly or people with disabilities eg reading aloud, overhead projections and describing diagrams.	X			
ICT facilities are used to produce written information in different formats as appropriate.	X			
Staff are familiar with technology and practices developed to assist people with disabilities.	X			
Statement	Fully	Partly	Not	Plan Prompt
External agencies have raised staff awareness ie VI, HI, ASCETS, occupational/therapists, speech and language therapists, school nurses, Health Visitors...	X			
There is an effective process to deal with both complaints and positive suggestions from the parents of children/young people with a disability.	X			

The main priorities in our access plan focus on:

- Improving the delivery to disabled children/young people of information that is provided in writing for children/young people who are not disabled
- Increasing the amount of staff training in the area of disability and equality (all staff).
- Improving the layout of the building to allow greater access for disabled children.

John Whitgift Academy will monitor the implementation of the plan and keep under review the access needs of the school.