



Accessibility Policy

DETAILS OF POLICY

Original policy created by:	Andy Coates
Date of most recent review:	November 2020
Reason for review:	Update
Adopted by:	SLT
Parties communicated to:	All stakeholders
Methods of Communication:	School intranet, website, induction
Next planned review date:	September 2023
Persons responsible for audit review of policy:	Whole staff group

At SwitchED 2 our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The Head Teacher is accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school's Equality Objectives. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

SwitchED 2 is committed to providing an environment that enables full curriculum access that 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 taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The SwitchED 2 Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory

impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;

- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

The SwitchED 2 Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

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.

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

- Behaviour Management Policy
- Curriculum Policies
- Health & Safety Policy
- School Improvement Plan
- Special Educational Needs Policy

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the Head Teacher. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed and will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through staff training events.

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

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

The priorities for the Accessibility Plan for our school were identified by:

- **Head Teacher**
- **School Business Manager**
- **Teaching and Learning Lead**

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ACCESSIBILITY PLAN

Improving Physical Access

Ref	Targets	Strategies	Timeframe	Outcome	Goals achieved
1	Enable disabled pupils and visitors to move more easily around school	Keep decking clear from obstructions.	Ongoing	Easy safe access to classrooms for all pupils and visitors with a disability	Improved access around school site
2	Enable disabled visitors to access the teaching facilities	Review access doorways Consider manufacture of temporary ramp	September 2021	Enable wheelchair users to access building independently	Improved access to school site
3	Enable disabled visitors to park within a reasonable distance of the school	Spaces to be provided	Completed	Improved parking facilities for people with mobility difficulties	Improved access to school site
4	Provide accessible toilet facilities for disabled pupils and visitors	Identify location	Ongoing	Improved facilities for disabled pupils and visitors.	
5	Changing and Shower facilities	To provide an alternative accommodation.	Nov 17	Med	

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ACCESSIBILITY PLAN

Improving Curriculum Access

Ref	Targets	Strategies	Time Scale	Outcome	Goals achieved
1	Differentiation in Teaching	HT to monitor quality of differentiation and provision for SEND pupils.	Ongoing	Staff are aware how to plan and deliver several levels of lesson plans during each session	Students achieve accreditation in a range of subjects
2	Classrooms are organised to promote the participation and independence of all pupils	Carry out an audit of resources to ensure that lessons are planned to meet the needs of all pupils in the class.	Ongoing	Facilities in place to ensure timely participation in classroom and outdoor activities	All pupils access an agreed curriculum leading to successful accreditation
3	<p>Ensure existing and new teaching staff joining the School have the knowledge and understanding required to support disabled pupils.</p> <p>Identifying the specific needs of disabled pupils joining the school in accessing the curriculum</p>	<p>Periodic training of all staff in providing support to pupils with SEND</p> <p>Periodic training of all staff in disability discrimination awareness.</p> <p>Regular review of students to identify issues and develop appropriate strategies</p>	Ongoing	<p>Staff confidence in providing appropriate teaching and support for disabled pupils</p> <p>Staff awareness of disability discrimination</p> <p>Disabled pupils are able access the curriculum and activities on offer</p>	<p>Flexible approach to disabled pupils</p> <p>Success of disabled pupils in accreditation</p> <p>Effective SEN support to individual pupils with clear personalised action plans</p>

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ACCESSIBILITY PLAN

Improving the Delivery of Information

Ref	Targets	Strategies	Time Scale	Outcome	Goals achieved
1	Ensuring availability of written material in alternative formats	Research sources of alternative formats, including use of coloured backgrounds to aid dyslexic pupils, including costings.	Ongoing	Written information on alternative formats to be made available as required	Delivery of information to disabled pupils is improved
2	Ensure appropriate software in use to aid the use of computers by visually impaired pupils and staff	Research and installation via EdIT	Ongoing	Visually impaired pupils and staff have greater access to computer facilities	Delivery of information to disabled pupils is improved
3	Ensure staff know what resources are available and what support they have	Training and awareness sessions	Ongoing – inset	Better provision of teaching aids	Pupils better catered for
4	Medical needs of pupils of pupils identified – maintain staff awareness of provision of resources for pupils with disabilities	Use CPD to continually update staff	Ongoing – inset	Excellent provision of resources for disabled pupils	Pupils and parents pleased with provision

5	Ensure support is available to aid learning of those pupils identified with dyslexia	Pupils and parents effectively supported including through the use of coloured backgrounds Scribes to be made available if required	Ongoing – inset	Pupils work and organisational skills benefit from the support provided	Pupils properly supported
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