



All Saints CE Academy, Denstone

Accessibility Plan 2021-2024

All Saints CE Academy, Denstone

All Saints CE Academy, Denstone Accessibility Plan – 2021 to 2024

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1. Introduction:

Under the Equality Act 2010 academies should have an Accessibility Plan. 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 "academies 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 listed as a statutory document of the Department for Education's guidance on statutory policies for academies. The Plan must be reviewed every three years and approved by the Local Academy Council. The review process can be delegated to a member of the LAC or the Head. At All Saints' CE Academy, Denstone the Plan will form part of the Academy Development Plan and will be monitored by the Executive Headteacher and evaluated by the LAC.

At All Saints' CE Academy, Denstone we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

- 1) The All Saints' CE Academy, Denstone Accessibility Plan has been developed and drawn up based upon information supplied by the Local Authority, Staffordshire University Academies Trust and consultations with pupils, parents, staff and governors of the academy. Other outside agencies and specialists have also been consulted. The document will be used to advise other academy planning documents and policies and will be reported upon annually in respect of progress and outcomes. The intention is to provide a projected plan for a three year period ahead of the next review date.
- 2) The Accessibility Plan is structured to complement and support the academy's Equality Objectives, and will similarly be published on the academy website. We understand that the Local Authority and our trust (SUAT) will monitor the academy's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
- 3) All Saints' CE Academy, Denstone 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 academy.

4) The All Saints' CE Academy, Denstone Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the academy 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 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; (If a academy 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 academy such as participation in after-school clubs, leisure and cultural activities or 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 academy, adding specialist facilities as necessary - this covers improvements to the physical environment of the academy 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 academy and academy events; the information should be made available in various preferred formats within a reasonable timeframe.

5) The All Saints' CE Academy, Denstone Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

6) Whole academy training will recognise the need to continue raising awareness for staff and Local Academy Council members on equality issues with reference to the Equality Act 2010.

7) This Accessibility Plan should be considered when developing and updating the following academy policies, strategies and documents:

- Asset Management Plan
- Behaviour Management Policy
- Curriculum Policy
- Critical Incident Support Plan
- Equal Opportunities Policy
- Health & Safety Policy
- Equality Plan
- Academy Improvement Plan
- Special Educational Needs Policy
- Staff Development Policy

- 8) The Accessibility Plan for physical accessibility relates to the Access Audit of the academy which remains the responsibility of the LAC. 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 academy 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.
- 9) Equality Impact Assessments will be undertaken as and when academy policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.
- 10) The Accessibility Plan will be published on the academy website.
- 11) The Accessibility Plan will be monitored through the LAC.
- 12) The academy will work in partnership with the Local Authority and SUAT in developing and implementing this Accessibility Plan.
- 13) The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

2. Aims and Objectives Our Aims are:

- Increase access to the curriculum for pupils with a disability,
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils,
- To maintain good practice already in place.

Our objectives are detailed in the Action Plan below

3. Current good practice - going into 2021

- Nut allergy - staff trained in use of EPIPEN.
Parents have approved procedures and sign care plan.
- Autism - consultation with Autism Outreach Team.
- Dyslexia - Additional resources - books with cream paper for every child and dyslexia specific software, such as Nessy, Wordshark and Numbershark.
- Social Skills - circle time, friendship group, reflection areas inside and outside, prayer boxes in each classroom.
- Care plans in place for all specified pupils.
- Dyslexia Friendly Academy.
- All classrooms and corridors carpeted.
- Coloured overlays for dyslexic children.
- Large mouse available to improve fine motor skills
- Speech and language therapy programmes for specified pupils.
- One Page Profiles for SEND pupils.
- Academy Nurse Liaison.
- Access and knowledge of external support - mobility; visual impairment; talk time; speech therapist; Autism outreach; Behaviour Support; CAMHS; nurses etc.
- Other 'reasonable adjustments' made as needs demand.

4. Access Audit

The academy is a single storey building with one wide corridor and several access points from outside, to each classroom and hall. There is On-site car parking for staff and visitors, at present this does not have a designated disabled parking bays, but does include an area with a lowered kerb that could be adapted. The main entrance features a secure lobby which is fitted with a reception hatch. There are disabled toilet facilities available, this is fitted with a handrail and low sink.

5. Management, coordination and implementation

- We will consult with experts when new situations regarding pupils with disabilities are experienced.
- The LAC and Senior Leadership Team will work closely with the Local Authority, SUAT and Parents.

| Target | Strategy | Responsible | Timeframe | Achievement |
|--|--|--|--|--|
| Raise awareness of the requirements of the Equality Act and Accessibility Policy | Raise awareness in staff and LAC meetings by literature and discussion | Executive Headteacher and Senior Teacher | To be included at various points throughout the year on weekly staff briefing agendas. | |
| All out of academy activities are planned to ensure the participation of the whole range of pupils | All out of academy activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements. | All staff Sports Coaches and Instructors | Ensure this is compliant and adhered to continuously across the academic year. | |
| Classrooms are optimally organised to promote the participation and independence of all pupils. | Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases. | All staff | Time to be given off timetable for staff to complete this in summer term in preparation for September. | Completed July 21 in readiness for September 21. |
| Training and awareness of disability issues. | Provide training for the LAC, staff, pupils and parents. Discuss perception of issues with staff to determine the current status of the academy. | All staff to complete. Executive Headteacher to organise and source. | Time given to staff to complete training on the National College. All to be completed by summer 22. | |

Improving the Curriculum Access at All Saints CE Academy, Denstone.

Improving the delivery of written information at All Saints CE Academy, Denstone.

| Target | Strategy | Responsible | Timeframe | Achievement |
|---|--|---|------------------|--------------------|
| Availability of written material in alternative | The academy will make itself aware of the services | Executive Headteacher Office Manager | January 2022 | |

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| formats. The academy will be able to provide written information in different formats when required for individual purposes. | available through the LA/Trust for converting written information into alternative formats. | SENCO English Co-ordinator | | |
| Make the academy newsletters and other information for parents, available in alternative formats. | Review all current academy publications. Promote availability of different formats for those that require it. | Executive Headteacher Office manager | Review by end of Autumn 21 | |

