



**CUCKOO HALL  
ACADEMIES TRUST**

# Accessibility Plan

## Kingfisher Hall Academy

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ChatPol / KHA / 0033 / 1411a

# Kingfisher Hall Academy Accessibility Plan

## Introduction

The Equality Act 2010 has simplified and strengthened discrimination law. Under the new legislation the Governing Body continues to have responsibility for accessibility planning for disabled pupils.

This plan sets out the proposals of the Governing Body of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the Equality Act:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

The Governing Body also recognises its responsibilities towards disabled staff and will:

- monitor recruitment procedures to ensure that people with disability are given equal opportunities.
- ensure that staff with disabilities are supported with special provision to ensure that they may carry out their work effectively without barriers
- where necessary, undertake reasonable adjustment to enable staff to fully access the workplace

It is a requirement that the school's accessibility plan is resourced, implemented and reviewed and revised as necessary. This plan will be reviewed in consultation with:

- senior management team
- parents of any pupils involved
- staff
- governors

## Definition of Disability:

Disability is defined by the Disability Discrimination Act 1995 (DDA) as:

*“a person has a disability if he or she has a physical or mental impairment that has a substantial and long term adverse on his or her ability to carry out day to day activities”.*

## **Planning Duty 1**

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

1. Provide training for all staff on differentiation of the curriculum as required
  - Provide INSET to all staff on how to ensure all pupils within each lesson are able to access the lesson content.
  - Ability to show how differentiation is built into each of the schemes of work
  - Year Leads and Subject Leaders to work with class teachers to ensure that all lessons are accessible to all pupils
  - Teaching staff to liaise with Teaching assistants prior to each lesson so that support is fully utilised
  
2. Differentiate resources
  - Each subject area will provide suitable resources appropriate to each curriculum area
  - Use of interactive whiteboards to enlarge text to make it easy for all pupils to read
  - Where necessary INSET provided to teachers of pupils with hearing difficulties on the use of visualisers that can be used in lessons
  - School to liaise with council specialists and where necessary invite them in to meet with teachers of specific pupils to ensure their needs are met through a variety of teaching strategies and resources
  
3. Ensure equal access for disabled pupils to school clubs, school visits and extra curricular activities
  - Risk assessment and planning of trip to include accessibility references
  - Analyse extra curricular activities to ensure inclusion of learning support pupils and pupils with disabilities
  - Draw up a list of venues with disability accessibility and/or a willingness to make reasonable adjustments for disabled pupils.
  
4. Ensure that all pupils feel supported and included within the school
  - Placed on the inclusion register, where necessary provide emotional support through learning mentors
  - Closely monitored through correct program to ensure that we are providing all the support and access to curriculum for pupils with physical requirements

## Planning Duty 2

**Ensuring the physical environment of the school is suitable to increase the extent to which disabled pupils can take advantage of education and associated services:**

Kingfisher Hall Primary Academy was built in 2012 as a Free School to the latest DfE standards and meets the expected requirements in relation to the use and provision of the site by any person deemed as having a disability. Nevertheless we will continue to monitor and improve, if necessary, any accessibility issues required.

## Planning Duty 3

**Improving the delivery of information to disabled pupils (and parents)**

We will continue to

- Provide written materials in alternative formats as requested
- Provide school documents with the wording "If you require a large print copy of this document please contact the school"
- Discuss with parents how to best ensure we continue our support

## Areas identified for improvement and implemented

<u>Identified Area</u>	<u>Success Criteria</u>	<u>Lead person</u>	<u>Timescale</u>	<u>Review</u>
Grass mound in the KS2 playground continually muddy and full of fox holes	Mound taken away and the area covered with artificial turf or a better surface	Headteacher & Deputy Head	To be completed by September 2015	Termly visual inspection