



**Biscovey Nursery & Infants'
Academy
Accessibility Plan**

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Statement of intent

This plan should be read in conjunction with the **School Development Plan** and outlines the proposals of the hub council of **Biscovey Nursery and Infants' Academy** where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

The hub council also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised regularly in consultation with:

- The parents/carers of pupils
- The headteacher and other relevant members of staff
- Hub Councillors
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

Signed by:

V. French

Head of School

Date: _____

M. Mullin

Chair of hub council

Date: _____

Next review date: September 2020.

Planning duty 1: Curriculum

Hub councils should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Issue	What	Who	When	Outcome criteria	Review
Short term	Staff members do not know whether the curriculum is accessible	Audit of curriculum	Headteacher/ teachers/SENCO/ Subject Leaders	Spring 2018	Management and teaching staff are aware of the accessibility gaps in the curriculum	Summer 2020
	Staff members do not have the skills to support pupils with SEND	INSET provided to staff members Training for teachers on meeting individual needs.	Headteacher/ External advisors/SENCO	Autumn 2018	Staff members have the skills to support children with SEND and can write IEP's with SMART targets.	Autumn 2019
Medium term	School trips do not take into account pupils with SEND	Needs of pupils with SEND incorporated into planning process	Teachers/SENCO	Spring 2019	Planning of school trips takes into account pupils with SEND	Summer 2019
Long term	Pupils with SEND cannot access lessons	Provide tablets and other adjustments to pupils with SEND	Headteacher/ICT Manager/SENCO	Autumn 2017	Pupils with SEND can access lessons	Summer 2018

Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome	Review
Short term	Management does not know if the school's physical environment is accessible	Audit of physical environment	Building surveyors	Spring 2018	School is aware of accessibility barriers to its physical environment, and will make a plan to address them	Summer 2020
Medium term	Visual fire alarm for hearing impaired pupils	Red fire alarm lights to be fitted in classrooms.	School business manager	Summer 2018	Visual alarm fitted in classrooms where HI pupils are.	Autumn 2019
	Pupils have a range of needs which require individual planning.	Individual risk assessments. Personal Emergency Evacuation Plans (PEEPs) Individual Health Care Plans (IHP)	SENDCo and Class teachers.	Autumn 2017	Pupils have plans in place to ensure health and safety needs are risk assessed and planned for.	Ongoing – Termly/ Annually.

		Intimate Care Plans.				
Long term	Children/parents with physical disabilities cannot access all school buildings	Construction work undertaken	School business manager/building contractors.	Summer 2019	School buildings are fully accessible	Autumn 2022

Hub councils should undertake an audit of the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

Planning duty 3: Information

Hub councils should undertake an audit of the extent to which pupils with disabilities can access information on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Issue	What	Who	When	Outcome criteria	Review
Short term	Management staff do not know whether school information is accessible or not	Audit of information delivery procedures	SENCO/ICT manager	Spring 2017	School is aware of accessibility gaps to its information delivery procedures	Summer 2019
	School does not know how to make written information accessible	School seeks advice from external advisors	SENCO	Summer 2019	School is aware of local services for converting written information into alternative formats	Autumn 2021
Medium term	Written information is not accessible to pupils with visual impairments	Provide written information in alternative formats Incorporate appropriate colour schemes when refurbishing (to benefit pupils with visual impairments) and install window blinds	SENCO/ICT manager	Spring 2019	Written information is fully accessible to children with visual impairments	Summer 2022
Long term	School website is not accessible to children with SEND	Audit of website	ICT manager	Summer 2019	Website is fully accessible	Autumn 2020