

# 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 **Connor Downs Academy** to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act 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:

Mrs Janice Eddy

Headteacher

Date:

September 2020

Mrs Diane Brown

Chair of hub council

Date:

September 2020

Next review date: September 2021

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## 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	DSEN covers a vast range. The school understands the needs of current DSEN pupils in relation to the curriculum but is less aware of the accessibility curriculum in relation to potential future students with DSEN School needs to determine if there are any accessibility gaps in the curriculum for current pupils with DSEN	Regular audit of curriculum	Head of School/ teachers /SENDCo	Spring 2020	Management and teaching staff are aware of the accessibility gaps in the curriculum	Summer 2021
	School needs to determine if relevant staff have the skills to deal with pupils with DSEN	Audit current skills of staff INSET provided to staff members Training for teachers on	Head of School/ External advisors/SENDCo	Summer 2020	Staff members have the skills to support children with SEND	Autumn 2021

		differentiating the curriculum as required				
	School trips are planned with DSEN children's needs in mind but this is not always reflected in the planning	Needs of pupils with DSEN incorporated into planning process	Teachers/SENDCo	Summer 2020	Planning of school trips take into account pupils with DSEN	Summer 2021
Medium term	Extracurricular activity opportunities not wholly accessible for individuals with some physical impairments.	The needs of future pupils, and current pupils who's circumstances change will be review as staff learn of impairments. Changes to allow for the greatest level of participation will be made as the review recommends	Teachers/SENDCo/External providers	Spring 2020	Planning of school trips takes into account pupils with DSEN	Summer 2021
Long term	To assess future pupils needs against the curriculum to assess accessibility	Make reasonable adjustments to the curriculum for pupils with DSEN as required	Head of School/ ICT manager/SENDCo	Autumn 2020	Pupils with DSEN can access the curriculum fully	Spring 2021

## Planning duty 2: Physical environment

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.

	Issue	What	Who	When	Outcome criteria	Review
Short term	Route to school field and Cultivating Futures is gravelled, but becoming muddy and eroded	Look at requirement to renew surface or re-compact	Friends of Connor Downs Academy. School site and facilities staff. Contractors.	Spring 2021	Access to the school is improved	Spring 2022
Long term	Persons with hearing loss are not warned of fire by alarms	Use a visual fire sign to gain attention of persons with hearing loss.	School business manager/ building contractors	Summer 2020	Visual fire signs in addition to the current alarm systems are present	Autumn 2021

## 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 are aware that some information provided is not easily accessible	Audit of delivery procedures	SENDCo/ICT manager	Spring 2020	School is aware of accessibility gaps to its information and delivery procedures.	Summer 2021
Medium term	Some written information is not accessible to people with visual impairments	Provide written information in alternative formats	SENDCo/ICT manager	Spring 2020	Written information is fully accessible to all with visual impairments	Summer 2021
Long term	People with DSEN may not be able to fully access all areas of the school website	Audit of website	ICT manager	Summer 2020	Website is fully accessible	Autumn 2021