



MARY OF THE CROSS FEDERATION

ACCESSIBILITY PLAN

The Governing Body will aspire to place Christ at the centre of all we do, reflect the mission statements of both schools and ensure that they are at the heart of the communities they serve.

The Governing Body will aim to provide inclusive, safe and dynamic learning environments which nurture the whole child. Through the delivery of high quality curriculum provision with Literacy and Numeracy at the core, our aim will be for all our pupils to reach their highest potential

The Governing Body will challenge and support the Leadership Team and all staff to maintain high standards of teaching and learning at all times.

INTRODUCTION

Schools' duties around accessibility for disabled pupils

Schools and LAs need to carry out accessibility planning for disabled pupils. These are the same duties as previously existed under the Disability Discrimination Act and have been replicated in the **Equality Act 2010**

Part 5A of the Disability Discrimination Act 1995 (DDA) requires the governing body to:

- promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to; and
- prepare and publish a Disability Equality Scheme to show how they will meet these duties.

Aims of the Accessibility Plan:

The Federation aims to include all pupils, including those with disabilities, in the full life of the school.

Our strategies to achieve this will include:

- having high expectations of all pupils;
- finding ways in which all pupils can take part in the full curriculum including sport, music, and drama;
- planning out-of-school activities including all school trips and excursions, so that pupils with disabilities can participate;
- setting an admissions policy and criteria which do not discriminate against pupils with disabilities or treat them unfairly;
- devising teaching strategies which will remove barriers to learning and participation for pupils with disabilities;
- planning the physical environment of the school to cater for the needs of pupils with disabilities;
- raising awareness of disability amongst school staff (teaching and non-teaching) through a programme of training;
- providing written information for pupils with disabilities in a form which is user friendly;
- examining our library and reading books to ensure that there are examples of positive images of people with disabilities.

This **Accessibility Plan** and the accompanying action plan forms part of the **Disability Equality Scheme** and sets out how the governing body will improve equality of opportunity for disabled people.

The SEN and Disability Act 2001 extended the DDA to cover education, so since 2002 the Governing Body has had three key duties towards disabled pupils under part 4 of the DDA.

- Not to treat disabled pupils less favourably for reasons related to their disability
- To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage including potential adjustments which may be needed in the future.
- To plan to increase access to education 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 DDA.

- 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.

It is a requirement that the schools' **Accessibility Plan** is resourced, implemented and reviewed and revised as necessary. Attached is an action plan, (Appendix 1) showing how the schools will address priorities identified.

This plan incorporates the schools' intentions to increase access to education for disabled pupils.

Mary of the Cross Federation 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 schools recognise and value 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 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.

In drawing up the Accessibility Plan the school has set the following priorities:

- To provide safe access throughout the school for all school users, irrespective of their disability.
- To ensure that the teaching and learning environment and the resources used are suitable for all staff and pupils, tailoring the requirements to suit individual needs.
- To provide training to all staff regarding the needs of disabled people and how to provide assistance to enable them to enjoy the school experience as fully as possible.

1.1.1 At Mary of the Cross Federation we are committed to establishing equality for all pupils, their parents, staff and other users of the school. This is reflected in the Governors' Mission Statement at the front of this policy as well as the schools' own Mission Statements.

1.1.2 It is the responsibility of the whole school community to implement this scheme in a manner which promotes the inclusive ethos of our school.

1.2 The priorities for the Accessibility Plan for our schools were identified by:

- The Governing Body
- Executive Headteacher and Heads of learning
- Inclusion/SEN Leaders
- School Business Manager
- Site Managers

2. According to the Act a "disabled person is defined as someone who has a physical or mental impairment which has an effect on his or her ability to carry out normal day-to-day activities". The effect must be substantial, long term and adverse. The DDA definition of disability covers physical disabilities, sensory impairments and learning disabilities.

3. Mary of the Cross Federation is committed to equal opportunities and inclusion. This strategy should be considered alongside the following school policy documents:

- Disability Equality Scheme

- Special Educational Needs
- Equal Opportunities
- Inclusion

4. This plan considers the following three areas as identified in the introduction:

4.1 Increasing the extent to which disabled pupils can participate in the school's curriculum by securing relevant staff training and ensuring appropriate classroom organisation

4.2 Improving the physical environment of the school such as ramps and handrails as well as physical aids to access education such as specialist desks and ICT equipment

4.3 Improving the delivery to disabled pupils of information which is already provided to pupils who are not disabled. This should be done within a reasonable period of time and in formats that take account of any views expressed by pupils or parents about their preferred means of communication such as Braille, audio tape, large print and the provision of information orally.

5. Increasing the extent to which disabled pupils can participate in the school curriculum

The school SEN policy ensures that staff identify, assess and arrange suitable provision for pupils with disabilities and special educational needs. Working with the LA and Educational Psychology Service, the SENCos manage the Statutory Assessment Process, ensuring additional resources are available where appropriate.

The Heads of Learning provide additional support for pupils and supports teachers in implementing strategies for improving pupils' behaviour and access to learning.

The school works closely with specialist services as and when necessary including:

- Hearing Impaired Children's service
- Visual Impairment Advisory and Support Service
- Occupational Therapists and physiotherapists
- Speech and Language Therapy
- CAMHS
- CIT
- Excellence Cluster

6. Improving access to the physical environment of the school

This element of the Planning Duty covers all areas of the physical environment such as external areas, buildings and fixtures and fittings.

The aim is to continue to enhance the environment to meet the needs of all pupils and ensure that they have access to all aspects of education offered by both Holy Cross Catholic Primary School and The Cathedral School of St Mary.

7. Improving the delivery of information to disabled persons

Staff are aware of the services available through the LA for converting written information into alternative formats.

8. This Access Improvement Plan is reviewed annually by the Governors. In addition it will be reviewed three yearly by the DES Working Party following consultation with the larger school community, the PTFA, School Council and questionnaires.

9. Information on how to view this plan is included in the DES, in the school prospectus and on the website.



Appendix 1 Access Improvement Plan

Priority	Lead People	Strategy / Action	Resources	Time	Success Criteria
Availability of written material in alternative formats	EH / HoL	Staff aware of services available through LA Disabled people aware of facilities through signs and newsletters etc. Improve availability of information for parents - display appropriate leaflets for parents to collect.	Contact details & cost of translation / adaptation	Ongoing	Information to disabled pupils / parents as appropriate. Written information available in alternative formats. Take-up of information leaflets by parents.
Training for teachers on differentiating the curriculum and effective communication with parents	SENCo/ HoL	Staff training and meetings with parents of SEN pupils arranged	Training time TA time allocated	In place & ongoing	Increased access to the curriculum Needs of all learners met Parents fully informed
Training for staff on increasing access to the curriculum for disabled pupils	SENCo HoL	Staff training on signing / Braille etc. On-going training on all relevant needs.	Training time TA time allocated	In place & ongoing	Increased access to the curriculum Needs of all learners met
Appropriate use of specialised equipment to benefit individual pupils and staff	SENCo DH EHT	Specific training in word processing skills through Touch Type Programme (e.g. Clicker 6). Laptops available. Sloping boards and adjustable tables for pupils with fatigue problems or physical disability. Coloured overlays for pupils with visual difficulty. Specially shaped pencils and pens for pupils with grip difficulty. Staff trained as appropriate. Work stations for ASD children.	Specialist equipment as listed	In place & ongoing	Increased access to the Curriculum Needs of all learners met.
Appropriate uses of colour schemes for internal / external decoration to benefit pupils with visual impairments	SENCo / SBM / EHT	Follow advice on contrasting colours & re-decorate as necessary. To review and update following discussions with adviser and parents and pupils.	Cost of re-decoration Build into maintenance budget	In place & ongoing	Physical accessibility of school increased Steps and handrails safer for pupils/adults with visual impairment. Areas maintained on a regular basis.

Provision of wheelchair accessible toilets with changing facilities	SBM / EH	Maintain a wheelchair accessible toilet.	Build into maintenance budget	In place and ongoing	Physical accessibility of school increased Wheelchair accessible toilet
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School Specific: Holy Cross

Priority	Lead People	Strategy / Action	Resources	Time	Success Criteria
Improvements to help the visually impaired	SBM / EHT	External steps & drain covers highlighted in non-slip paint	Cost of decoration £300	On-going	Hazards highlighted to increase safety for visually impaired people. All areas monitored and maintained.
Access into school and reception to be fully compliant	SBM / EHT	Automatic doors fitted to main entrance and regularly maintained. Lifts fitted where necessary and regularly maintained Clear route through school for disabled people, allowing access to all areas	Cost of maintaining automatic door and lifts	Complete and ongoing	Physical accessibility of school increased Following major capital building programme, main entrances and buildings are fully accessible.
Ensure new building work is fully compliant	EHT	Check yellow nosings fitted to all stairs		On-going	New plans highlight all areas fully considered and accessible

School Specific: The Cathedral School

Priority	Lead People	Strategy / Action	Resources	Time	Success Criteria
Improvements to help the visually impaired	SBM HoL EHT	Drain covers highlighted in non-slip paint and ensure all internal doors have visual strip	Cost of materials £100	Spring 2016	Hazards highlighted to increase safety for visually impaired
Access into school and reception to be fully compliant	SBM/ EHT HoL	Investigate automatic doors fitted to main entrance. Clear route through school for disabled people, allowing access to all areas	Cost of doors	Spring 2016	

