

Accessibility Plan

Connor Downs Academy

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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 J Eddy Head of School

Date: October 2019

Mrs D Brown Hub Councillor

Date: October 2019

Next review November 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	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	Headteacher/ teachers/SENCO	Spring 2020	Management and teaching staff are aware of the accessibility gaps in the curriculum	Summer 2020
	School needs to determine if relevant staff have skills to deal with pupils with DSEN.	Audit current skills of staff and INSET provided to staff members Training for teachers on differentiating the curriculum as required.	Headteacher/ External advisors/SENCO	Summer 2020	Staff members have the skills to support children with SEND	Autumn 2020
Medium term	School sports currently provide limited co-educational (able bodied and less able bodied) provision	Plan for extending the range of co-education provision.	Teachers/SENCO	Autumn 2020	Plans for co-educational provision are in place in case on need.	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.	Headteacher/ICT Manager/SENCO	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	Review
Short term	Accessible parking is very restricted and marking is unclear.	Remark parking areas to clearly indicate available parking. Note All vehicle access to the school site is restricted at key times, this limitation will remain in place.	School site and facilities staff.	Spring 2020	Parking areas are clearly marked.	Summer 2021
Medium term	Limited facilities for those with physical needs	Provide medical room and non shared disabled toilet.	School site and facilities staff. Estates staff (Aspire) Contractors. To be reviewed earlier if required.	Summer 2021	Appropriate facilities provided.	Autumn 2021
Long term	Persons with hearing loss are not warned of fire by alarms	Consider replacement of fire warning systems.	School business manager/building contractors. To be reviewed earlier if required.	Summer 2022	Visual and audible alarm systems are present.	Autumn 2022
Long term	School library area is not fully accessible to wheelchair users without assistance.	Explore options of rebuilding / reconfiguring the library.	SLT and Aspire Estates team	Summer 2021	Plan for library to be independently accessible completed.	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	Some information is not accessible to people with visual impairments	Provide information in alternative formats as required.	Vision support team SENCO/ICT manager	Spring 2020	Information is fully accessible to all with visual impairments	Summer 2020
Medium term	Some information is not accessible to people with auditory impairments	Provide information in alternative formats as required.	Hearing support team SENCO/ICT manager	Spring 2020	Information is fully accessible to all with auditory impairments	Summer 2020
Long term	School library area is not fully accessible to wheelchair users without assistance.	Explore options of rebuilding / reconfiguring the library.	SLT and Aspire Estates team	Summer 2021	Plan for library to be independently accessible completed.	Autumn 2021