

## **Oakwood Academy**

### **Accessibility Plan 2020-2024**

Approving Body	Pupil and Staff Welfare Committee
Adopted	September 2020
Review Date	September 2024
Review Period	4 years
Statutory Requirement	Yes

The Accessibility Plan addresses the statutory requirements of the Equality Act 2010 and the Special Educational Needs and Disabilities (SEND) Code of Practice September 2014. These Acts place a responsibility on the Governing Body to ensure that the academy is socially and academically inclusive.

The Equality Act requires the academy to develop a plan to show how it will develop services in the following three areas:

1. To increase the extent to which disabled students can participate in the school's curriculum.
2. To improve the physical environment of the school to ensure disabled students are able to take advantage of education and other benefits, facilities or services provided or offered by the school.
3. To improve the delivery of information to disabled students, so information is as available as it is for students who are not disabled.

#### **Aim of the plan.**

All students will have access to appropriate qualifications and will develop the skills and resilience to meet the demands of working, family and community life. Students will demonstrate the empathy and confidence to work with others to achieve a better future.

We must ensure that disabled pupils do not receive less favourable treatment and to this the school has a duty to make reasonable adjustments.

## **Objectives**

1. To ensure all disabled students are fully involved in school life and are making good progress.
2. To identify barriers to participation and find practical solutions to overcoming them.
3. To work collaboratively with disabled students and their parents/carers to create appropriate provision including robust EHCPs.
4. To increase the confidence, sensitivity and expertise of teachers and support staff when teaching or supporting wide range of disabled students.

Under the Equality Act 2010 there is a requirement for public sector bodies, including schools and academies to promote equality for disabled people in every aspect of their work. This extends to all protected characteristics including race, disability, sex, age, religion or belief, sexual orientation, pregnancy/maternity and gender reassignment. It has three main elements. In carrying out their functions, public bodies are required to have due regard for the need to:

Eliminate discrimination and other conduct that is prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations across all characteristics.

This duty requires schools and academies to adopt a proactive approach. The duty does not just apply to disabled pupils; it applies to any non-educational services schools and academies provide. The duty applies also to parents, members of staff, visitors to the school, local community members and to potential pupils of the future.

## **What are our specific duties?**

1. To publish information to demonstrate how they are complying with the Public Sector Equality Duty.
2. To Prepare and publish equality objectives.

Schools and academies need to update their published information annually and to publish objectives at least every four years. The three aims are to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic.

### **Accessibility Plan Policy Statement**

In accordance with our mission statement/school values, we will ensure that:

1. Equal human rights are respected for all.
2. Our pupils are educated regarding equality.
3. To increase the confidence sensitivity and expertise of teachers and support staff when teaching or supporting a wide range of disabled students.
4. To meet the requirements of the Equalities Act and the SEND Code of Practice in respect of disabled students.

### **Statutory Requirements**

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010.

### **Responsibilities**

Governors and Trustees are responsible for:

1. Making sure the school or academy complies with the relevant equality legislation.
2. Monitoring progress towards the equality objectives and reporting annually.

The Head teacher or Principal is responsible for:

1. Drawing up, publishing and implementing the school's equality objectives.
2. Making sure steps are taken to address the school's stated equality objectives.
3. Making sure the equality plans are readily available and that the Governors, Trustees, staff, pupils and their parents/carers are aware of them.
4. Producing regular information for staff, Governors, Trustees about the plans and how they are progressing.

5. Making sure all staff know their responsibilities and receive training and support in carrying these out.
6. Taking appropriate action in cases of harassment and discrimination including prejudice-related incidents.
7. Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents/carers and visitors to the school.

**All staff are responsible for:**

1. Promoting equality in their work.
2. Avoiding unlawful discrimination against anyone.
3. Fostering good relations between groups.
4. Dealing with prejudice-related incidents and reporting any concerns.
5. Being able to recognise and tackle bias and stereotyping.
6. Taking up training and learning opportunities.

**The Accessibility Plan**

This plan summarises our development priorities in the three areas specified by the Disability Act. The academy is also committed to making reasonable adjustments for individual students to ensure all students can be involved in every aspect of school life, in partnership with their families, and that barriers to learning are removed.

**To Increase the Extent to Which Disabled Students Can Participate in the Academies Curriculum:**

All students with SEND are given access to the curriculum and are supported by the academies Inclusion Team. Every effort is made to ensure that children are educated alongside their peers. Where this is not possible, the Heads of Year consult the students and their parents/carers about proposed flexible arrangements.

The school curriculum is regularly reviewed to ensure it is accessible to students of all levels and abilities and supports the learning and progress of all students as individuals.

Our SEND policy, Local Offer and SEND Report outline the provision the academy already has in place to support students.

There is a closomat toilet for personal care. There are two accessible toilets with a hoist, rise and fall bed and sink for accessibility available to students.

There is a hoist so students can access hydrotherapy pool.  
Members of the Inclusion Team with responsibility for disability have received moving and handling training to ensure safe use of equipment.

Customised furniture and/or equipment is available.

Rise and fall desks in the classrooms.

In addition, teachers are given advice on how to move and arrange furniture, how to manage lighting, noise and visual stimulus, how to create visual timetables, so that individual students' needs are met.

### **To Improve The Delivery Of Information To All Students.**

Teachers and Teaching assistants consider the needs of each student and provide accessible learning resources for them. The increasing use of whiteboards/touch screen and other digital technologies have diversified the ways in which information is presented to students. Visual and audio information is now as common as written information.

Access to outside Agencies: Visually Impaired, Hearing Impaired, Physio, Occupational Therapy and Nurses

In addition, the academy makes the following available as appropriate:

Differentiated resources with attention to reading age, plain English, images and layout.

Laptops and other digital technologies. Voice activated software for use in lessons.

Coloured overlays for text.

Tactile resources.

Readers and/or scribes in exams.

Specific information in the student planner.

Braille.

<b>Increase Access to the Curriculum</b>	<b>Make Improvements to the Physical Environment of the School to Increase Access</b>	<b>Make Written Information Accessible to Pupils in a Range of Different Ways</b>
All staff have necessary training to teach and support pupils with a range of disabilities and have access to specialist teachers and external agencies for information and advice.	To ensure that the medical needs of all pupils are met fully within the capacity of the school.	School record systems to be reviewed and improved where necessary (Recorded on SIMS/ Class Information).
Pupils with emotional, social and behavioural difficulties are supported in school. Work is differentiated and staff have high expectations of all.	To ensure driveway, roads, paths around the school are as safe as possible.	Assemblies School Council
All out of school activities and after school clubs are planned to ensure reasonable adjustments are made to enable the participation of the whole range of pupils	Access into school and reception to be fully compliant.	Social Stories Displays
Suitable qualification are available to support pupils needs.	The outside play areas are flat and are accessible to wheelchair users.	
Targets are set effectively and are appropriate for pupils with additional needs.	The layout of areas around school allows access to all. Wheelchairs could get about if required.	
Effective communication and engagement with parents	The environment is adapted to the needs of pupils as required: <ul style="list-style-type: none"> <li>- Ramps</li> <li>- Corridor width</li> <li>- Disabled parking bays</li> <li>- Disabled toilets and changing facilities</li> <li>- Library shelves at wheelchair-accessible height.</li> </ul>	

Training for staff on increasing access to the curriculum for all pupils	Furniture and equipment selected and appropriate.	
Effective use of resources to increase access to the curriculum for all pupils.	Disabled toilet facilities adequate with clinical hygiene bins.	
Children work in different ways - groups, individual and whole/ cross class and teachers tap into different styles.	Ensuring all with a disability are able to be involved.	Visual timetables and information supported by signs/ symbols for all pupils. Braille
All pupils are encouraged to take part in music and physical activities.	The outdoor learning environment is used to enhance pupil's health and well-being.	Home-school books for targeted children to ensure effective communication.
Appropriate use of specialised equipment to benefit individual pupils and staff.	Paint colours and flooring is DDA compliant.	Provision of verbal, large print information or Braille and for targeted pupils
	Staff are familiar with (PEEP) Pupil Emergency Education Plan.	Parents section on the website with access to policies.
	Children's work is shown to be valued by use in displays around the school.	Text messaging to parents
		Newsletter
		Class Dojo
		Pupil briefing sheets