

THE HART SCHOOL

Accessibility Plan

Review Body:	Claire Lewis
Leadership Group Responsibility:	Principal
Type of Policy:	Statutory
Review Period:	Every Two Years
Reviewed:	Summer 2020
Next Review:	Summer 2022

Introduction

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. Since September 2002, the Governing Body has had three key duties towards disabled pupils, under Part 4 of the DDA:

1. Not to treat disabled pupils less favorably for a reason related to their disability.
2. To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage.
3. To plan to increase access to education for disabled pupils.

This plan sets out the proposals of the Academy Council of The Hart School to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

- A) Increasing the extent to which disabled pupils can participate in The School curriculum.
- b) Improving the environment of The School to increase the extent to which disabled pupils can take advantage of education and associated services.
- c) 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 School's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. At the end of this document is our action plan and detail showing how The School will address the priorities identified in the plan.

Context

The Hart School is part of a Multi Academy Trust (CET). The School provides education for young people aged from 11-18, with a mixed Sixth Form. The School is comprised of several buildings on one site. These buildings are of one or two-storey construction.

The Hart School is committed to offering an inclusive curriculum to ensure the best possible progress for all of our students, whatever their needs or abilities. Not all

students with disabilities have special educational needs and not all students with SEN meet the definition for disability. This Accessibility Plan covers all of these students.

This Single Equality Scheme explains and responds to our statutory duties to promote equality in all areas identified as protected characteristics in the Equality Act (2010).

If a student qualifies for admission to The School, the school undertakes to facilitate their education at the school. All students have access to a broad and balanced curriculum and are encouraged to participate in the life and work of The School to the best of their abilities.

This Accessibility Plan exists to ensure that we fulfil our vision of “wide-ranging opportunities for all” where “every individual in our community is valued” so that we “develop the moral values, confidence and resilience to make a difference to lives at The Hart School and beyond”.

We aim to:

- ✓ Identify students with special educational needs and disabilities and ensure that their needs are met.
- ✓ Ensure that students with special educational needs and disabilities are able to join in with all the activities of The School.
- ✓ To ensure that all learners make the best possible progress.
- ✓ To ensure that parents are informed of both their child’s special needs and progress and that there is effective communication between parents and school.

The specific areas covered by the accessibility plan that need to be included are: -

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

Academy Councillors should identify action in The School access plan to enhance teaching and learning opportunities for all those in the school community with disabilities.

These may include:

- ✓ Consideration of whole-school ways of increasing participation in activities such as after-school clubs, leisure and cultural activities, as well as out-of- school visits, particularly for difficult-to-include pupil groups, such as those with physical or behavioural challenges.
- ✓ How threats to participation have been analysed using risk assessment proforma and action taken to reduce those identified risks.
- ✓ Identifying how classroom support arrangements, such as deployment of teaching assistants and the provision of ICT, contribute to and enhance learning opportunities.

- ✓ Deciding how the implementation of specific strategies such as flexible or shared timetabling, nurture groups, counselling provision, access to therapy, and first day absence response, have enhanced attendance and participation
- ✓ Consideration of how classroom/group organisation has been targeted to ensure that all pupils achieved increased levels of school success.
- ✓ Description of how action taken to increase curriculum choice and/or flexibility has enhanced the access to appropriate qualifications / attainments.
- ✓ Consideration of how The School response to pupils through the application of the SEND Code of Practice has improved pupil attainment and how effective communication regarding specific pupil needs has been achieved and is monitored.
- ✓ Consideration of how liaison, increased communication and relationships with external agencies has supported and enhanced pupils' access to the curriculum and how this is monitored and how identified improvements are targeted.
- ✓ Identifying how staff training needs in order to effectively meet the diverse abilities and disabilities of all pupils, including prospective pupils who may require manual handling, signing, personal hygiene support etc, have been identified and supported.
- ✓ Identifying pupil peer support mechanisms and the ways that The School has ensured pupils have a voice in decisions that affect them.
- ✓ Taking action to ensure that disabled members of The School community are seen in a positive light through publications promoting disability and providing positive role models of adults with disabilities to encourage success and achievement.
- ✓ Ensuring that action has been undertaken to encourage parents and carers to view themselves as partners in their children's education and are increasingly willing to actively support their children's education.
- ✓ Enhancing the positive culture and ethos of The School by undertaking quality marks or other additional intervention to improve the schools ability to include those with disabilities.

Improving the physical environment of The School to increase accessibility for members of The School community with disabilities.

The Academy Council will want to consider and record reflection upon all areas of the physical environment such as:

- ✓ Changes to improve access to doors, stairs, toilet, changing facilities, and consideration of the impact of signs, colour schemes, lighting, heating etc.
- ✓ Changes outside of the school building e.g. provision of disabled parking etc.
- ✓ Management and organisation issues such as maintenance of lights, and installing fire alarms appropriate to those with hearing impairments etc.
- ✓ Increased access to and maintenance of auxiliary aids and ICT apparatus such as computer hardware/software.
- ✓ Improvement to the acoustic environment that might include installation of soundfields/hearing loop systems.
- ✓ Improvements of storage implications for wheelchairs and other mobility devices.

Access to information

Schools are expected to increase access to information to those with disabilities. The Academy Council may wish to decide how this is to be achieved by consideration of:

- ✓ Informing readers that school-published material is available in a selection of formats e.g. Braille, Makaton, audio tapes and identifying how they can access this provision if requested.
- ✓ Considering how to increase information accessibility for those who have English as an additional language or other communication impairments, at school meetings etc.
- ✓ Identifying how they have considered the readability of information including that provided by The School website, and how it is monitored to ensure accessibility to a wide range of diverse needs and abilities.
- ✓ Identifying how textbooks and other pupil information are selected and provided to meet the diversity of pupil needs.
- ✓ Ensuring the monitoring of effectiveness of adult support to enhance the opportunities for pupils/parents who have difficulties in accessing information.

Monitoring the success of the plan:

The Academy Council will be required to comment in their annual report to parents on the accessibility plan and identify any revisions as necessary.

Evaluation that may be useful to judge success may include:

- ✓ Success in meeting identified targets.
- ✓ Changes in physical accessibility of school buildings.
- ✓ Questionnaires, responses from stakeholders e.g. parents, pupils and staff, indicate increased confidence in The School's ability to promote access to educational opportunities for pupils with disabilities.
- ✓ Improved levels of confidence in staff in reducing the obstacles to success for pupils with additional needs.
- ✓ Recorded evidence that increased numbers of pupils with disabilities are actively participating in all areas of The School.
- ✓ Recorded evidence that fewer pupils are being excluded from school opportunities as their needs are being more effectively addressed through the application of strategies and procedures.
- ✓ Increased levels of achievement for pupils with disabilities.
- ✓ Pupil responses; verbally, pictorially and written that indicate that they feel themselves to be included.
- ✓ Ofsted inspections identify higher levels of educational inclusion.

The Hart School Plan 2017-2019

	Targets	Strategies	Outcome	Timeframe	Goals achieved
Physical Access	Audit of accessibility of school buildings and grounds by Site Manager and report to The Academy Council. Suggest actions and implement as budget allows.	<p>Ensure access to lift for students with mobility difficulties.</p> <p>Widen the provision of evacuation chairs to allow easy safe evacuation. Accessible parking bays provided by main entrance door.</p> <p>Signage to be provided along approach route to Main Reception.</p> <p>Further signage for other main blocks of the site.</p> <p>Ensure pathways are smooth for wheelchair access.</p> <p>Ensure suitable ground floor provision is available when first floor is not an option in English and Design teaching areas.</p>	Site accessible	Ongoing plan	
Emergency Access	All students and adults to be able to evacuate the building safely in an emergency and follow lockdown plan.	<p>Fire escape plan to be reviewed and updated as required and at least annually.</p> <p>Regular fire drill and lockdown practice</p>	Update current risk assessments. Students, staff and visitors to school can exit building safely.	Review Summer 2022	

Curriculum Access	All students have access to a broad, balanced and relevant curriculum.	Options/twilight/enrichment programme reviewed termly	All students have access to broad range of accredited courses	Ongoing	
	All students have a differentiated curriculum that meets their individual needs.	Following the SEND Policy- SEND students have an IEP/EHC Plan that details students' needs (and how to differentiate) with personalised curriculums where appropriate.	Lesson observations reports teaching matched to individual needs. The number of satisfactory and good or better teaching is increased.	Ongoing	
	Students' access to the curriculum is increased because they attend school more regularly.	Provide suitable locations for students who have particular needs to work.	Attendance is improving year on year.	Review termly	
	Students' access to the curriculum is increased because there is a reduction in exclusions, individual student needs are met, suitable educational provision is provided.	Follow SEN Policy, Single Equality Scheme. Reflection room/time out room in place for support for students.	We are an inclusive school	Review termly	
	Students' access to the curriculum is increased through	All staff are aware of different learning styles and plan and deliver for	This is monitored through regular observations of	Ongoing	

	personalization and differentiation	this in the classroom.	lessons both formal and informal.		
	Ensure that disabled students can participate in extra-curricular activities and trips and visits	Audit of extra-curricular provision.	Increased student participation.	Ongoing	
Access to information	Availability of written material in alternative formats	The school makes itself aware of the services available through the LA/external agencies for converting written information into alternative formats. School to be aware of parents/carers' access needs and will provide support when required.	The school can provide written information in alternative formats including video	Ongoing	
	The written information provided to parents/carers is accessible and read.	Current information and invitations sent to all parents is reviewed to judge its language, style, format, and accessibility. Use of parentmail, facebook, school website	Information is read. Parents/carers feel that school is an approachable and supportive institution.	Ongoing	
	Written communication to parents/carers includes opportunities to raise access issues with school in	School ensures all parents/carers can access school site	Parents/carers feel that school is an approachable supportive and accessible institution.	Ongoing	

	parents evenings				
Equality and Inclusion	To ensure that the Accessibility Plan becomes an annual agenda item at Academy Council	Clerk to the Academy council to add to list for Academy Council meetings	Adherence to legislation.	Annually	
	To improve staff awareness of disability issues	Review staff training needs. Provide training for members of The School community as appropriate. Disability Training July 2020 Staff Induction.	Whole-school community aware of issues.	On-going	
	To ensure that all policies consider the implications of disability access.	Consider during review of policies.	Policies reflect current legislation.	On-going	
	Follow Single Equality Scheme	As listed in Single Equality Scheme	We are an inclusive school	On-going	
	Embedding a school culture of continually challenging discrimination and harassment.	As listed in Harassment Policy, Behavior Policy, SEN Policy and Equal Opportunities Policy.	We are an inclusive school	On-going	