

Accessibility Plan

Our Accessibility Plan sets out how our School will improve equality of opportunity for disabled and SEND students. This plan sets out the establishment's proposals to increase access to education for disabled students in the following three areas: -

- Increasing the extent to which disabled pupils can participate in the School curriculum.
- Improving the physical environment of the establishment to enable disabled pupils to take better advantage of education and associated facilities and services; and
- Improving the availability of accessible information to disabled pupils.
- Improve the environment for students with SEN and anxiety related disorders.

The preparation of the Accessibility Plan has been informed by analyses of data within the School and its premises. It is a requirement that the Accessibility Plan is resourced, implemented and reviewed as necessary and at least annually. A copy of this Plan will be placed upon our website.

Action	Lead Responsible	Identified budget and other resources	Target Date	Success Criteria
Deliver professional development programme ensuring staff are knowledgeable about the needs of pupils with disabilities and strategies to support them	PMO	Pupil EHCP	September 2023	Teachers & support staff meet the requirements of disabled children's needs regarding accessing the curriculum
Out of school activities are planned to ensure the participation of the whole range of pupils EVOLVE assessments for off site visits are compliant with Trust Policy and completed in a timely manner	IMU/PMO	Pupil Premium funding	Ongoing 2023/24	Trips are accessible to all pupils through planned provision
Ensure classrooms are accessible and meet the requirements for all pupils so that independence and participation is fostered for all. Review the layout of all classrooms to support pupils learning in optimum settings	PMO	SEND Budget and EHCP where required.	Ongoing 2023/24	Pupils needs are met, and learning time is prioritised in lessons

Provision of resources and facilities for learners with disability	PMO	SEND Budget and EHCP where required.	September 2023	<p>Staff are given training to support students in wheelchairs.</p> <p>Staff are trained to support pupils who with visual and hearing impairment.</p> <p>Specialist ICT equipment available for pupils with learning difficulties.</p> <p>Toilets for disabled pupils are fully accessible and have appropriate equipment.</p> <p>All enrichment activities are accessible for disabled pupils</p>
Ensure the school environment is safe to pupils with disabilities.	PMO/PFE	Estates budget	Ongoing 2023/24	School environment is safe for all pupils with disabilities.
Training for SSAs and first aiders specifically for students with high medical needs.	PMO/JUD	SEND and Pastoral	September 2024	Relevant staff have the knowledge to care for students with high medical needs
<p>Deploy SSAs and HLTAs effectively to support pupils participation in the curriculum.</p> <p>Review the needs of pupils according to information and allocate staff according to their need.</p>	PMO	SSAs/HLTAs	Ongoing 2023/24	Pupils access to curriculum is facilitated through support structures as pupils' needs are met

Ensure academic interventions delivered for pupils with SEND Track progress and impact of interventions	PMO	Pupil Data and bespoke programmes	Ongoing 2023/24	No disparity in performance between different pupil groups.
Qualifications delivered for learners with complex needs	PMO	School budget EHCP where required.	Ongoing 2023/24	Pupils identified from Year 9/10 and staff trained to deliver entry level qualifications and AQA awards
Disseminate information regarding Equalities Act 2010 to relevant staff and allocate buddies for pupils requiring support Deliver training for staff Allocate pupil buddies and existing friends within form groups	PMO	SEND Budget	December 2023	Information sharing in place to mitigate risk and meet needs of pupils.
Training for all staff on SEND needs of students and how this impacts access to education.	PMO	SEND Budget	September 2023	Training and CPD on specific areas of SEND that could impact the access to education. Including: hearing, sight, physical, Autism Spectrum Disorder and Acquired Brain Injuries.
Training for staff on impact of anxiety disorders on access to education. Including: specific anxieties related to Covid-19 and more general anxieties	PMO and SJA	SEND and Pastoral.	December 2023	A greater knowledge on how Anxiety can impact access to education and ways to reduce the impact.

Student voice	PMO & Inclusion Leaders	SEND Budget	Ongoing 2023/24	Inclusion Leaders to apply for position and be interviewed. Inclusion Leaders to lead on student voice around SEND and site access. To ensure all students are listened to regarding issues around school.
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Revised : Sept 2023