



The Thomas Lord Audley School
Accessibility Policy and Plan

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1. Aims

The aims of this Accessibility Plan are to ensure that Thomas Lord Audley School continues to work towards increasing the accessibility of provision for all students, staff and visitors to the school.

The Accessibility Plan will contain relevant actions to:

- Increase the extent to which disabled students can participate in the curriculum
- Improve the physical environment of the school to enable disabled students to take better advantage of the education, facilities and services provided
- Improve the availability of accessible information for disabled students

At Thomas Lord Audley School, we are committed to the fair and equal treatment of all individuals able bodied or disabled and, on a continuous basis, will work towards improving access to the physical environment, to the curriculum and to the provision of information. We will ensure that all staff have the right training and knowledge to support people with disabilities effectively, in line with the Equality Act (2010).

2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her ability to undertake normal day to day activities. Under the [Special Educational Needs and Disability \(SEND\) Code of Practice 2014](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'.

Schools are required to make 'reasonable adjustments' for students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled student faces in comparison with non-disabled students.

3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives	Actions to be taken	Person responsible	Date to complete actions by	Success criteria
<p>Increase access to the curriculum for students with a disability</p>	<p>Our school offers a differentiated curriculum for all students.</p> <p>We use resources tailored to the needs of students who require support to access the curriculum.</p> <p>Curriculum progress is tracked for all students, including those with a disability.</p>	<p>To develop an effective monitoring and reporting system for identification of literacy difficulties.</p>	<p>Screen identified students and then plan intervention accordingly. Train specialist support staff to deliver the intervention scheme.</p>	<p>SENCO</p>	<p>On going</p>	<p>All students with a significant literacy difficulty will have an intervention in place. This will have a demonstrable impact on progress and attainment.</p>

	<p>Outcomes are set effectively and are appropriate for students with additional needs.</p> <p>The curriculum is reviewed to ensure it meets the needs of all students.</p>	<p>Staff are continually trained to employ high quality first teaching strategies in the first instance in response to individual needs.</p> <p>All subject leaders to be fully aware of the SEN needs and appropriate support mechanisms available in their subject areas</p>	<p>The curriculum will be continually adapted in response to changing needs as informed by the SENCo and Subject Leaders.</p>	<p>SENCo HoDs SLT</p>	<p>Ongoing</p>	<p>Students with a disability make expected or better progress.</p>
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		<p>Staff have the relevant training from outside agencies, where appropriate, to support the specific needs of some of our most vulnerable students (eg: PE)</p>	<p>Plan and deliver bespoke training opportunities with outside agencies when the need arises.</p>	<p>SENCo, SLT</p>	<p>Ongoing</p>	<p>Staff are confident in using suggested strategies, students benefit from an adapted and differentiated curriculum appropriate to their needs.</p>
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		<p>As the school grows in size, continue to recruit additional support staff to ensure that we have the expertise and capacity within the team to provide the support that our disabled students require.</p>	<p>Continually review the needs of our students to identify the staff we require at the next recruitment phase.</p>	<p>SENCo SLT</p>	<p>Ongoing</p>	<p>The Learning Support team is appropriately staffed with people with the right knowledge to support our students effectively.</p>

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Improve and maintain access to the physical environment	<p><i>The environment is adapted to the needs of students as required. This includes:</i></p> <ul style="list-style-type: none"> • <i>Ramps</i> • <i>Lift</i> • <i>Corridor width</i> • <i>Accessible parking bays</i> • <i>Accessibility toilets and changing facilities</i> • <i>High visibility strips to mark stairs, hand rails and vertical support post</i> • <i>PEEPs for identified vulnerable students</i> 	<p>Students with specific needs have the appropriate equipment and furniture in place to allow them access to their lessons.</p>	<p>Collate information from feeder primary schools and external agencies to ensure that the necessary equipment is purchased in time for September 2022.</p>	<p>SENCo</p>	<p>Ongoing</p>	<p>Students will have full access to the physical environment of the school.</p>
		<p>Subject Teachers ensure that appropriate seating plans are in place to support students with a disability in their access to each room.</p> <p>To ensure that warning tape is on hand rails and vertical support posts</p>	<p>Staff are continually informed of all students with a disability and the difficulties they may face with access within certain rooms.</p>	<p>Subject teachers informed by SENCo</p>	<p>Ongoing</p>	<p>All identified students are seated appropriately in rooms to ensure maximum access within each room.</p>

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		<p>To continually maintain yellow/fluorescent warning strips on vertical posts, steps and handrails to support visual impairment</p> <p>Consideration to be given to internal doors and main entrances with regard to improving unaided access for wheelchair users</p>	<p>All areas both internal and external to be included, ongoing maintenance of existing warning fixtures and strips. Checked and maintained all year round.</p> <p>Any planned re-modelling to incorporate this facility</p>	<p>Site Manager</p> <p>Site Manager</p>	<p>Ongoing, new buildings and sites to be included</p>	<p>Any visitors with VI are able to navigate successfully around school safely. (No students with VI impairment currently)</p> <p>Wheelchair users to have easy access to the building.</p>
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<p>Improve the delivery of information to students with a disability</p>	<p><i>Our school will use a range of communication methods to ensure information is accessible. This includes:</i></p> <ul style="list-style-type: none"> • <i>Internal signage</i> • <i>Large print resources</i> • <i>Induction loops when needed (none currently)</i> 	<p>All students with a disability will have a detailed plan which clearly outlines the differentiated teaching strategies and communication methods that should be used to help them</p>	<p>Refine plans through a SEND review meeting with parents/carers and students to ensure that needs are clearly identified and that the right strategies and communication methods are in place</p>	<p>SENCo</p>	<p>Ongoing</p>	<p>Staff will be fully equipped with the right strategies to support students with disabilities and this will ensure that students can access all information delivered in lessons.</p>
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		<p>to make the progress they deserve.</p>				
		<p>Regularly review access to information in collaboration with parents/carers and students to ensure that communication methods are appropriate to need.</p>	<p>Invite parents/carers and students to termly access meetings</p>	<p>SEND team</p>	<p>Ongoing</p>	<p>Improved systems across the school will support disabled students to access all information.</p>

4. Monitoring arrangements

This document will be reviewed every three years, but may be reviewed and updated more frequently if necessary.

It will be approved by Local Governing Committee

5. Links with other policies

This accessibility plan is linked to the following policies and documents:

- Health and safety policy
- Special educational needs and disability policy
- Medical Conditions Policy

Appendix 1: Accessibility audit

1. Physical Access					
Item	Issue	Green	Amber	Red	Comments
1	Is furniture and equipment selected, adjusted and located appropriately?				Yes
2	Are Pathways and routes logical and well signed?				Yes
3	Do you have emergency and evacuation procedures for specific students with a disability?				Yes
4	Is appropriate furniture and equipment provided to meet the needs of individual students?				Yes – technology is provided where necessary.
5	Do furniture layouts allow easy movement for students with disabilities?				Seating plans are used to ensure that students with disabilities are seated appropriately.
6	Are quiet rooms/ calming rooms available to children who need this facility?				Yes

7	Are car park spaces reserved for disabled people near the main entrance?				Yes
8	Are there barriers to easy movement around the site and to the main entrance?				Most routes are accessible and where they are not (due to stairs) an alternative route is available.
9	Are steps needed for access to the main entrance?				No
10	Do all those steps have a contrasting colour edging?				N/A
11	If there are steps, is a ramp provide to access the main entrance?				N/A
12	Is there a continuous handrail on each ramp and stair flight and landing to the main entrance?				N/A
13	Is it possible for a wheelchair user to get through the principal door unaided?				No
14	If no is an alternative, is wheelchair accessible entrance provided?				No, but at both entrances there is support available. All doors are manual currently.
15	If there is a lobby at the principal entrance, is it possible for a wheelchair user to negotiate the doors?				Yes

16	Do all internal doors allow a wheelchair user to get through unaided?				This will be reviewed.
17	Do all corridors have a clear unobstructed width of 1.2m?				Yes
18	Does each block have a wheelchair accessible toilet?				No

19	Does the relevant block have accessible changing rooms/ shower facilities?				Yes
20	If the block is on more than one level, do the internal steps/ stairs have contrast colour edgings?				Stair cases, yes. Small sets of steps (internal) not currently – to be reviewed.
21	Is there a continuous handrail on each internal stair flight and landing?				Yes
22	Do the blocks have a lift that can be used by wheelchair users?				Not both that have stairs, one has a lift. In Science block lessons are timetabled to a downstairs room when necessary
23	Do you have any sort of mechanical means provided to move between floors? If, yes please state.				Yes – chair lift in Sports Hall
24	Is it possible for a wheelchair user to use all the fire exits from areas to which they have access?				Yes

25	Are non-visual guides used to assist people to use the buildings?				No, this is something for which there is no current need.
26	Could any of the décor be confusing or disorientating for students with disabilities?				No – but an area for discussion following discussion/visit to local facilities for SEN
27	Is a hearing induction loop available (either fixed or portable) in the school?				No, but these can and will be purchased as and when required for students with a hearing impairment. Used in the past.
28	Do emergency alarm systems cater for those with hearing impairment? (e.g. flashing light)				Yes, either flashing light or LED light.

2. Learning Access

Item	Issue	Green	Amber	Red	Comment
1	Do you provide disability awareness training to enable all staff to understand and recognise disability issues?				Regular training will be provided on SEND.
2	Do you have arrangements for teachers and teaching assistants to have the necessary training to teach and support children with disabilities if required?				Regular SEND training will be provided to all staff. Training will be provided by external agencies when there is a need for this.

3	Do all staff seek to remove all barriers to learning and participation?				Yes, this will be evidenced in lesson observations
4	Is teaching and learning appropriately differentiated to meet individual needs so that children and young people make good progress?				Learning walks and lesson observations ensure that differentiation is embedded in lessons.
5	Are all children and young people encouraged to take part in music, drama and physical activities?				Yes, this is part of every student's curriculum.

6	Do staff provide alternative ways of giving access to experience or understanding for children and young people with disabilities who cannot engage in particular activities, for example some forms of exercise in physical education?				All staff have access to detailed profiles of need which outline the adjustments they need to make to allow access for individual students.
7	Do all staff recognise, understand and allow for the additional planning and effort necessary for children and young people with disabilities to be fully included in the curriculum?				Differentiation for students with SEND is explicitly requested as part of a lesson plan and seating plans must include and account for students with disability. Lesson observations and learning walks quality assure that this is taking place in every lesson.
8	Are all staff encouraged to recognise and allow for the additional time required by some students with disabilities to use equipment in practical work?				Yes
9	Do you provide access to appropriate technology for those with disabilities?				Any specialist equipment is secured where necessary and is dependent on need.
10	Are school visits, including overseas visits, made accessible to all children and young people irrespective of attainment or disability?				All students are encouraged to attend any trip or visit they choose. Additional measures are put in place to ensure that this is viable and risk assessed.
11	Do you ensure that all school staff are familiar with technology and practices developed to assist people with disabilities?				All staff and employees are made aware of the technologies that will be used to assist those with a disability via student profiles, and training is provided where necessary.

3. Information Access

Item	Issue	Green	Amber	Red	Comment
1	Do you have arrangements to provide information in simple language, symbols, large print, on audiotape or in Braille for students and prospective students who may have difficulty with standard forms of printed format?				Enlarged copies and differentiated resources are available in most areas
2	Do you have the facilities such as ICT to produce written information in different formats?				Yes
3	Do you ensure that information is available to staff, students and parents/carers in a way that is user friendly for all people with disabilities?				Our website provide information on everything that we do as a school to support students with a disability. In order to ensure that this information is communicated in the correct way for those with disability, we will hold regular parent/carer and student evenings to share information face to face and to ensure that everyone has the opportunity to query anything they are unsure of.