



# Accessibility Plan

## 2019-22

**Access to the Physical environment.**

	<b>Target</b>	<b>Strategies</b>	<b>Timescales</b>	<b>Responsibility</b>
<b>Short term</b>	Increase availability of portable induction loops for use around school	Purchase from online supplier and put up signs indicating their availability. See also long term targets.	Summer Term 2020	RhC
	Ensure that any disabled pupils, adults and visitors can be safely evacuated as applicable	Put in place Personal Emergency Evacuation Plans for any disabled pupils, where and when necessary. Seek advice from LA if necessary. Put in place management procedure for ensuring safety of Disabled adults and visitors.	Immediately upon becoming necessary	RhC
	Identify current access needs of staff, parents and pupils	New enrolment forms and staff monitoring forms to be analysed for adults identifying as Disabled - school to follow up to identify if any mobility issues. ALNco to inform re: pupil needs. Action also to be in SEP.	Spring Term 2020	RhC
	Improve signage at main gate for Disabled visitors	Signage on school entrance gates is cluttered and confusing with additional lack of clear signage to indicate that external car park is	Spring Term 2020	RhC

		<p>NHS owned and clamping is in operation.</p> <ul style="list-style-type: none"> <li>○ Liaise with NHS to improve their signage</li> <li>○ Resite and resize signage at main entrance gate.</li> </ul> <p>Accessible parking Summer Term 2020</p> <ul style="list-style-type: none"> <li>○ instructions to be made larger and more prominent.</li> </ul>		
<b>Medium term</b>	Improvements to digital sign in screen	Replace or amend the current screen with one that can be height adjustable	2021/22 to 2022/23	RhC
	Improve accessibility for people with visual impairment	<ul style="list-style-type: none"> <li>• Add colour contrast to railings where railings and background are same or similar colours</li> <li>• Add colour contrast to walls on upper level to give clearer indication of narrowing of hallway</li> <li>• See also long term targets</li> </ul>	2021/22 to 2022/23	RhC
<b>Long Term</b>	Improve accessibility at front gate	Front gate is heavy and difficult to move manually. Replace with automated or assisted gate (secure, once access has been granted via	County to be informed and timescale to be advised based on their Access Strategy	RhC / LA

		buzzer)		
	Improve flooring for people with visual impairments	As flooring wears out and needs to be replaced, replace with a flooring that has indicative markings for direction of travel.	Discuss with flooring contractors at appropriate time	RhC / LA
	Improve availability of induction loops	A fully integrated digital hearing loop to be retro fitted into all rooms, in line with other schools built in last several years	County to be informed and timescale to be advised based on their Access Strategy	RhC / LA

### Access to the Curriculum.

	Target	Strategies	Timescales	Responsibility
<b>Short term</b>	Ensure all staff have access to specific training on Equality issues	Set up INSET training for all staff on the Equality Act 2010 and their incumbent duties	Autumn 2019	RhC
	Ensure all staff have access to specific training on disability issues	Use staff audit to identify training needs and inform Professional Development process	Audit completed Spring 2020	HS
	Ensure all staff are aware of any disabled pupils' curriculum access where applicable	<ul style="list-style-type: none"> <li>Ensure all staff are aware and that there are clear channels of communication where applicable</li> <li>Display information relating to</li> </ul>	As and when necessary	HS

		individual pupils' needs in staff room	As and when necessary	
<b>Medium term</b>	Ensure all ICT software and resources are adapted for use by people with dyslexia.	<ul style="list-style-type: none"> <li>Audit all SEN ICT and other resources. Order further resources as necessary</li> </ul>	<p>Audit - by end of Summer Term 2022 Resources and training - rolling programme to be completed by Summer Term 2025</p> <p>Annual review of resources required based on pupil needs</p>	RhC / HS
	Ensure all staff are able to use SEN software and resources	Run training on the resources that are available within the school including SEN ICT software	Ongoing	RhC / HS
<b>Long Term</b>	Ensure all staff receive refresher disability / SEN training	Set up refresher training for all staff on equality / disability	2025	RhC

## Access to Information.

	<b>Target</b>	<b>Strategies</b>	<b>Timescales</b>	<b>Responsibility</b>
<b>Short term</b>	Review information to parents / carers to ensure it is accessible	<ul style="list-style-type: none"> <li>• Consult parents / carers about access needs when a child is admitted to school.</li> <li>• Review all letter home to check that they are written bilingually and in an accessible language.</li> <li>• Add prominent, visible notice on front of newsletters, prospectus etc indicating that school endeavours to meet requests for information in accessible formats</li> <li>• Produce newsletter in alternative formats e.g. large print, Braille, audio according to need</li> </ul>	<p>Autumn 2020 onwards</p> <p>Ongoing</p> <p>Summer 2020</p>	<p>RhC</p> <p>RhC</p> <p>RhC</p>
<b>Medium Term</b>	School corridor and classroom displays are accessible to all	Review any laminated (or similar eg glass fronted) wall displays, reflections from windows, lighting and replace or move as necessary	To be built into regular teaching assessment from Autumn 2021	RhC
<b>Long term</b>	Heighten awareness of staff in relation to strategies and procedures employed by speech therapists for SLCD pupils	Provide training in relation to SLCD issues, for all staff	Training plan in place by 2025	Speech therapist/ LEA SLCD Team

