



THE GREETLAND ACADEMY TRUST

ACCESSIBILITY PLAN

2019 - 2022

RATIONALE

The Greetland Academy Trust Accessibility Plan is compliant with current legislation and requirements as specified in Equality Act 2010: schedule 10, Paragraph 3 and Disability Discrimination (prescribed Times and Periods for Accessibility Strategies and Plans for Schools) (England) Regulations 2005.

Greetland Academy is committed in its duty under this legislation to:

- Increase the extent to which disabled pupils can participate in the school's **curriculum** including wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits)
- Improve the **physical environment** of the schools for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the schools, and
- Improve the delivery to disabled pupils of **information** which is readily accessible to pupils who are not disabled.

The Trust Board also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake responsible adjustments to enable staff to access the workplace.

The Trust is committed to making such changes in the period out lined in the following plan, taking into account the views and voice of staff, disabled pupils and their families.

1. DEFINITION

The Equalities Act 2012 defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

- 1.1 The Equality and Human Rights Commission stresses that there is no need for a person to have a medically diagnosed cause for their impairment; what matters is the effect. Physical impairment includes: arthritis, hearing or sight impairment, diabetes, asthma, epilepsy, HIV, cancer, multiple sclerosis, severe disfigurement, people registered as blind or partially sighted. Mental impairment includes conditions such as dyslexia, autism and learning disabilities such as Down's Syndrome and mental health conditions such as depression and schizophrenia.

- 1.2 The disability provision in the Act includes a duty for schools to make **reasonable adjustments** for disabled people. In summary this means:
- Where something a school does places a disabled pupil at a disadvantage compared to other pupils then a school must take reasonable steps to try and avoid this disadvantage.
 - Schools are expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

2. RESPONSIBILITY

Responsibility for the Accessibility Plan lies with the Trust Board, the CEO and the Academy Principals.

3. AIMS

3.1 Curriculum Access

- Every attempt is made to ensure that pupils with disabilities participate fully in all aspects of school life, including all trips and residential visits. Risk assessments detail the additional staffing and resources required, individual risk assessment are produced to match pupils specific needs
- Access arrangements are made for Key Stage 2 SATs including extra time, amanuensis and readers.
- The Trust works closely with external services and agencies to provide support in meeting individual children's needs with high expectations for their learning and achievement.
- Children are supported by TAs with appropriate skills and training.

3.2 Physical Access

- The Greetland Academy KS1 site is fully accessible to pupils with physical disabilities and wheel chair users. There is disabled access throughout the building. This site is also fitted with disabled toilet facilities, change table and mechanical hoist.
- The Greetland Academy KS2 site is fitted with disabled toilets and has ramp access to all areas of the school.
- The West Vale Primary site is not accessible to wheelchairs. There are temporary ramps available for access to the main entrance and ground floor and a disabled toilet on this floor.
- Raynville Primary School is accessible in a few places for wheelchairs, but this is limited (i.e. no access between LKS2 and UKS2. Access to KS1 classrooms/hall is only via outside doors)
No access to the portacabin
No UKS2 access to the playground
No disabled toilet in KS1 except Nursery which is only accessible via outside doors
Disabled toilet in LKS2
Disabled toilet in UKS2 but only accessible via office entrance
- If required pupils are given a PEEP
- The Trust regularly consults relevant outside agencies ensures that all necessary changes in the classroom and wider school environment are made to accommodate individual pupils.

3.3 Information Access

- Visual timetables are used to support transitions during the school day
- Visual prompts and stimuli used in lesson to support children with specific learning needs
- Teachers are available to meet with parents throughout the year at a mutually convenient time
- News letters are used to keep parents informed of upcoming events, these are published on the website but are also available as paper copies from all academy sites (West Vale also attaches all news letters on Parent Hub messaging APP)
- Text messaging service is used to inform and remind parents of upcoming events
- Seesaw and or Tapestry (Raynville Nursery) is a parental engagement tool accessed through an app. This provides each child with a digital portfolio where they have an audience for their work. The audience includes staff, other children in the class and parents.

4. REVIEW

The Accessibility Plan is reviewed every 3 years. It will be kept under review and any necessary revisions made to it. This includes anticipating well in advance the needs that disabled people might require and the adjustments that might need to be made for them. The Accessibility Plan will be reported on annually.

The Plan will be available on the school website. Alternatively, copies can be requested from the school office.

Improving Curriculum Access plan

Target Maintenance / Development	Strategies	Time scale	Responsibility	Success criteria
Ensure the curriculum is accessible to all (D)	Audit and review way in which pupils with specific need record their work Audit and review how information and task are presented to children with specific needs	Ongoing	SENDco Subject leaders	All children are able to access the curriculum, effectively recording their own work and ideas.
Teaching and support staff have a knowledge and understanding of specific disability issues (D)	Access to JPD Drawing upon expertise of local agencies, professionals and schools	On going	SENDco SLT	Staff are able to adapt learning experiences to ensure inclusion for all children with a disability.
To develop appropriate pupil involvement in the SEN process to enhance the person centred approach (D)	Review current IEP documentation Staff training and JPD	Ongoing	SENDco	Pupil Voice forms a key part of the child's IEP. Increased pupil understanding of targets.
Review TA deployment	Draw upon EEF and current research to ensure pupils are supported effectively	Ongoing	SENDco	Pupils academic, social, emotional needs are supported effectively to ensure high expectations of

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Improving Physical Access plan

Target Maintenance / Development	Strategies	Time scale	Responsibility	Success criteria
Ensure access for all pupils across all sites (M)	Regular risk assessments carried out and guidance given on modification required by local special school	On going	SENDco SLT	All children are able to fully access the buildings and playground areas.
Regular inspection to ensure free and safe movement of all accessible with the Trust academies and school grounds of all pupils (M)	Regular inspection of school sites	On going	SENDco SLT	All children are able to fully access the buildings and playground areas.
Provide equipment as needed to facilitate movement through the buildings (D)	Liaise with local SEND, OT, VI Team to ensure correct equipment and risk assessment are in place	On going	SENDco SLT	All are able to fully access the building and playground areas.
Improve access to West Vale Full Site, Raynville Primary Full Site & The Greetland Academy KS1 field (D)	Currently only temporary access available - any new developments will try and address this. Provide low gradient all weather path	2019-2022	SENDco SLT	Improve access to all.

Improving Information Access plan

Target Maintenance / Development	Strategies	Time scale	Responsibility	Success criteria
To further develop the ways in which the Trust communicates with parents (D)	Roll out seesaw app to West Vale & Raynville	2019-2020	SLT	Information will be presented in formats that parents find useful and user friendly

Date reviewed and agreed: December 2019