 **Manor Drive Secondary Academy**

**ACCESSIBILITY PLAN**

**Presented to**

**Governors**

**June 2022**

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| Date approved:[[1]](#footnote-1) |  |
| Date reviewed:[[2]](#footnote-2) |  |
| Date of next review:[[3]](#footnote-3) |  |

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| **1.0** | **AIMS** |
| **1.1** | Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is 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 education, benefits, facilities and services provided * Improve the availability of accessible information to disabled students. |
| **1.2** | Our school aims to treat all its students fairly and with respect. This involves providing access and opportunities for all students without discrimination of any kind. |
| **1.3** | At Manor Drive Secondary Academy we are committed to ensuring equal treatment of all our students, parents/carers, employees and all others involved in the school community, who may have any form of disability. We will endeavour to ensure that disabled young people and adults are not treated less favorably in any procedures, practices or service delivery. |
| **1.4** | Our Academy will not tolerate harassment of young people or adults with any form of impairment; this also includes students who are carers of any disabled family member. |
| **1.5** | This plan will be made available online on the Academy website, and paper copies are available upon request. |
| **1.6** | Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues. |
| **1.7** | The school supports any available partnerships to develop and implement the plan. Information on the Peterborough City Council Local Offer can be found at: [www.peterborough.gov.uk/localoffer](http://www.peterborough.gov.uk/localoffer) |
| **1.8** | The needs of a range of stakeholders have been considered in the development of this accessibility plan, including students, parents/carers, staff and Governors. |
| **2.0** | **LEGISLATION AND GUIDANCE** |
| **2.1** | This document meets the requirements of [schedule 10 of the Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/schedule/10) and the Department for Education (DfE) [Guidance for Schools on the Equality Act 2010](https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools). |
| **2.2** | 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. |
| **2.3** | Under the [Special Educational Needs and Disability (SEND) Code of Practice](https://www.gov.uk/government/publications/send-code-of-practice-0-to-25), ‘long-term’ is defined as ‘a year or more’ and ‘substantial’ is defined as ‘more than minor or trivial’. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer. |
| **2.4** | 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. This can include, for example, the provision of auxiliary aids. |

**3.0 ACTION PLAN**

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

| **Aim** | **Current good practice**  *Include established practice and practice under development* | **Objectives**  *State short, medium and long-term objectives* | **Actions to be taken** | **Person responsible** | **Date to complete actions by** | **Success criteria** |
| --- | --- | --- | --- | --- | --- | --- |
| 1. Increase access to the curriculum for students with a disability | * Our school offers a differentiated curriculum for all students * We use resources tailored to the needs of students who require support to access the curriculum eg visuals, practical resources, scaffolded materials, vocabulary banks, glossaries, handouts, notes, double booking * Curriculum resources include examples of people with disabilities * Curriculum progress is tracked for all students, including those with a disability * Targets are set effectively and are appropriate for students with additional needs * The curriculum is reviewed to ensure it meets the needs of all students * Reasonable adjustments are discussed with all staff to ensure access arrangements to be identified and actions for external examinations * Outreach to external services and agencies to ensure good practices in the College eg early help, CAMHS, AATS, LA, YOUNITED * Outreach to external services and agencies to secure expert and specialised support * Outreach to specialist teachers who offer recommendations on existing good practice * Review of students’ progress and additional needs through annual and termly reviews * Use of assistive technology to support students gain access to curriculum to help achieve potential | * To ensure that teachers have increased awareness of the needs of students and different learning styles * To ensure that work is appropriately differentiated to support progress * To ensure that PSHE content / assemblies / collapsed promotes inclusivity and equality and tolerance | * Ensure SEND Profiles are updated regularly and distributed (termly) * Ensure recommendations from external professionals (Educational Psychology, Sensory Team, Physiotherapy and OT) are put into practice Model differentiation where appropriate Ensure assistive technology (laptops, iPads, Roger Pens etc) are available where appropriate. * Elements in place and reviewed termly / yearly as necessary | SENCO | * Ongoing and reflective in practice * End of term assessments, parents evenings, 3 monitoring points | All items to be audited by designated SMT/HOD/governors and learning walks  Increased awareness of needs, differentiation of curriculum to accommodate the needs. Evidenced in seating plan, SEN provision mapping and SEN support and lesson monitoring and tracking |

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| --- | --- | --- | --- | --- | --- | --- |
| 1. Promote a sense of belonging | * Classroom set up to ensure mutual respect for ability / disability / behaviour through disability or not * Classrooms are appropriate safe places for learning to take place despite various disabilities * Strategies are in place for dealing with unacceptable behaviour * Tolerance, inclusivity of others are promoted with assemblies, collapsed days, promoting differences and togetherness | * To ensure that Classrooms are to be appropriate safe places for learning to take place despite various disabilities. * To ensure that strategies are in place for dealing with unacceptable behaviour. | * Develop social interaction with peers and wider opportunities. * Encourage PD students to mix with mainstream peers in the canteen / playground. | Whole school community.  Pastoral Lead/ SENCO / Class Teacher | Ongoing and reflective in practice. | Stronger bonds, greater social interaction of disabled students with non-disabled.  Evidence of progress for all students. |

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| --- | --- | --- | --- | --- | --- | --- |
| 1. Access to the physical environment | * The environment is adapted to the needs of students as required. This is a brand new building and DDA compliant | * To ensure all students have freedom of access the school site and the education it offers and to provide a place of wellbeing that they can access easily on the ground floor * To address issues relating to students’ physical environ-ment during Open Eyes /Student Council meetings once termly and to continue to have as an agenda item * To promote student independence as part of Preparation for Adulthood | * Training for staff and students in using specialist equipment inc. wheelchairs, evacuation equipment and ICT. Provide wheelchair skills training where necessary Provide independent travel training around school and in the local community for students Provide life skills teaching eg Cooking skills. Training to be provided termly and yearly | SENCO | Ongoing and reflective in practice | All items to be audited by SENCO, Student Council representative and Head of College  Issues are raised and addressed. Students feel their dignity is respected and independence promoted |

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| --- | --- | --- | --- | --- | --- | --- |
| 1. Improve the delivery of information to students with a disability | Our school uses a range of communication methods to ensure information is accessible. This includes: | To ensure all students have the same opportunity to access the curriculum and wider educational offer | * Student voice and student involvement is regular practice * School website * Regular communication with SEN parents- three formal contact points every year * SEN yearly report and termly provision mapping | SENCO | Ongoing and reflective in practice | All items to be audited by designated SMT member  Students will feel included and equal |
| * Access to laptops | Short term | Available on request | SENCO and VI hub manager | Available |
| * Internal signage | In place | In place | Site Manager | Ongoing |
| * Powerpointed lessons | In place | In place | SMT | Complete |
| * Large print resources | Short term | Available on request | SENCO | Available |
| * Braille | Short term | Available on request | SENCO | Available |
| * Induction loops | Short term | Available in some rooms | Site Manager | Available |
| * Promethean Schemes | In place | In place | Site Manager | Complete |
| * Pictorial or symbolic representations | Short / medium term | Initially in SEN | SENCO | Yearly/ongoing |
| * Internal information sharing for in-class adjustments | Short term | Termly review | SENCO | Available |
| * Modifying and adapting of materials to meet needs of students | In place | In place | SENCO | Available |

Any items not in the above schedules will be reviewed as a matter of urgency as and when they arise and then prioritised accordingly.

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| **4.0** | **LINKS WITH OTHER POLICIES**  This accessibility plan is linked to the following policies and documents:   * Health and Safety Policy * Equality and Diversity Policy * Equality Duty statement * Special educational needs (SEND) Policy * Supporting Students with Medical Conditions Policy * Child Protection policy |
| **5.0** | **REVIEW**  The Local Governing Committee (or responsible committee) will review this policy in line with the procedure for policy review  Date for review - If no other reason for review (see policy review procedure) this policy will be reviewed in 3 years. |

**Glossary**

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| AATS | Autism Advisory Teacher Service |
| CAMHS | Children and Adolescent Mental Health Services |
| CHUMS | Charity – Mental Health and Emotional Wellbeing Service |
| HOD | Head of Department |
| HOY | Head of Year |
| LA | Local Authority |
| OT | Occupational Therapist |
| PD | Physical Disability |
| PSHE | Personal Social Health and Economic Education |
| SEN(D) | Special Educational Needs and Disability |
| SMT | Senior Management Team |
| VI | Vision Impairment |

1. This is the date the policy was approved by the meeting [↑](#footnote-ref-1)
2. This is the date the policy was reviewed prior to its approval above [↑](#footnote-ref-2)
3. This is the date as set by the policy review clause or the date approved plus 3 years [↑](#footnote-ref-3)