



Kingswode Hoe School

Accessibility Plan

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Statement of intent

This plan should be read in conjunction with the **School Development Plan** and outlines the proposals of the Local Academy Committee (LAC) of Kingswode Hoe School to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. It must be noted that the school building is within the Lexden Conservation Area and the building itself is deemed to be of historical importance, therefore there will be some restriction on internal or external alterations. The land associated with the school is under the protection of English Heritage and is a scheduled monument. Any building has to be approved by English Heritage.

In the preparation of an accessibility strategy, the LA and SEAX Trust must have regard to the need to allocate adequate resources in the implementation of the strategy.

The Local Academy Committee 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 reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised regularly in consultation with:

- The parents/carers of pupils
- The principal and other relevant members of staff
- Academy Committee members
- External partners including the Local Authority (the admitting authority)

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment. **Signed by:**

Elizabeth Drake

Principal

Date: 14 January 2019

Chair of LAC and

Sally Coode-Bate

SEAX Trustee

Date: 14 January 2019

Planning duty 1: Curriculum

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Issue	What could be done	Who	When	Impact	Review
Short term	Teaching resources not accessible for pupils with visual impairment (VI)	Link with specialist teacher to provide correct resources	Class teachers/LSAs	Autumn/spring 2018/19	More engagement from the pupil with VI in his learning	Completed summer 2019
	Not all lessons where there are Hearing Impaired (HI) pupils are supported by a BSL signer	Review timetable of support and ensure access where appropriate. Review if new pupils join the school	SLT	Autumn 2018 Continue autumn/spring 2019/20	Pupils fully engaged and supported in line with Specialist Teacher's recommendations	Reviewed summer 2019. Continue to monitor
Medium term	Staff are not familiar enough with basic BSL signing	Offer basic training to all staff who teach or support in these lessons	2x BSL signers on the staff team	Continue focusing on new staff	Greater security for those pupils and increased staff confidence	Autumn 2019. Continue to summer 2020
Long term	Some subject specific areas are not accessible to pupils with physical difficulties	This will be addressed when new building is completed. Art can be taught in an accessible room if necessary	New build completed summer 2019. Now has a lift and is fully accessible. Art continues to be delivered upstairs in old building. Will be monitored for any necessary changes over 2019/20			Summer 2020

NB: there are currently no pupils with physical disabilities placed at the school. Statutory Assessment do not ask us to admit such pupils at the moment

Planning duty 2: Physical Environment

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Issue	What could be done	Who	When	Impact	Review
Short term	Main school building not accessible to parents and carers with disabilities	Ensure all meetings are arranged in the parts of the ground floor which are easily accessible	SLT	Autumn 2018 Review for new parent group 2019/20	Parents/carers can be fully involved in the school and support their child	Summer 2020
	No visual fire alarms for HI pupils	Convert all existing alarms	LA	From spring 2018	Able to admit HI pupils	Autumn 2018 - all completed
Medium term	Main teaching areas for technology are not accessible	All technology will be taught in new building which is fully accessible from next year	SLT	Summer 2019	All pupils can access rooms and the work surfaces will be adaptable	Autumn 2019 Completed

Long term	Main school building is not accessible on both ground and first floor	Installation of lift (although LA have previously refused and conservation concerns makes it difficult). Art could be taught in new build. Access to all ground floor rooms using ramps and paths	SLT Site Manager	Summer 2019 and into next academic year	School is able to admit pupils with physical difficulties	3 year plan from spring 2019
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Governing bodies should undertake an audit of the extent to which pupils with disabilities can access information on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Issue	What could be done	Who	When	Impact	Review
Short term	Communication with parents and carers	Audit methods of communication with parents and carers and adjust as needed	Admin staff	Spring term 2019	Ensure all communication is as good as it can be and parents/carers are fully informed	Summer 2019. Completed but keep under review 2019/20
Medium term	Access to website	Review website accessibility and any recent innovations to make sure it meets current needs for adults and children	Admin staff and SLT	Summer 2019	Website is as accessible as we can make it for everyone	Autumn 2019 Completed but keep under review 2019/20

Long term	Communication with VI adults	Explore alternative methods of communication to be used	Admin staff SLT	1 year project 2019/20	All adults can access information they need to play a full part in the school in order to support their child	Autumn 2020
	Communication with non-English speakers	Find creative ways of translating information that would be needed if a parent or carer or other adult could not access English	SLT Pupil Data Manager	1 year project 2019/20	All adults can access information they need to play a full part in the school in order to support their child	Autumn 2020