



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 governing body of **Chaigeley 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. In the preparation of an accessibility strategy..

The governing body 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 Heads of Education and other relevant members of staff
- Governors

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.

Committee	Date Created/Amended	Review Date
Source: SPD	Date: 18/08/2021	Review: 08/2023

Planning duty 1: Curriculum

	Issue	What	Who	When	Outcome	Review
Short term	Management does not know if the school's physical environment is accessible	Audit of physical environment	Maintenance Manager	Autumn 2021	School is aware of accessibility barriers to its physical environment, and will make a plan to address them. School will also re-evaluate depending upon the needs of its pupils and staff as personnel changes	Summer 2022
Medium term	Learning environment of pupils with visual impairment is not accessible	Incorporation of appropriate colour schemes	School business manager	Autumn 2021	Learning environment is accessible to pupils with visual impairments	Summer 2022
	Toilets are not accessible	Ensure toilets are accessible for all	School business manager	Autumn 2021	Access to toilets is increased	Summer 2022
Long term	Children with physical disabilities cannot access school buildings	No pupils with physical disabilities on roll at present	School business manager/building contractors	Autumn 2021	School buildings are fully accessible	Summer 2022

Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome criteria	Review
Short term	Staff members do not know whether the curriculum is accessible	Audit of curriculum	Headteacher/ teachers/SENCO	Autumn 2021	Management and teaching staff are aware of the accessibility gaps in the curriculum	Summer 2022
	Staff members may not have the skills to support pupils with SEND	Specialist staff recruited with SEND experience. Continuous programme of SEND training	Headteacher/ External advisors/SENCO	Autumn 2021	Staff members have the skills to support children with SEND	Summer 2022
Medium term	School trips may not take into account pupils with SEND	Needs of pupils with SEND incorporated into planning process	Teachers/SENCO	Autumn 2021	Planning of school trips takes into account pupils with SEND	Summer 2022
Long term	Pupils with SEND may not be able to access lessons	Provide tablets and other adjustments to pupils with SEND. Provide additional teaching assistants	Headteacher/ICT Manager/SENCO	Autumn 2021	Pupils with SEND can access lessons	Summer 2022

Planning duty 3: Information

	Issue	What	Who	When	Outcome criteria	Review
Short term	Management staff do not know whether school information is accessible or not	Audit of information delivery procedures	ICT manager	Autumn 2021	School is aware of accessibility gaps to its information delivery procedures	Summer 2022
	School does not know how to make written information accessible	Audit of procedures	ICT manager	Autumn 2021	School is aware of local services for converting written information into alternative formats	Summer 2022
Medium term	Written information is not accessible to pupils with visual impairments	Provide written information in alternative formats Incorporate appropriate colour schemes when refurbishing (to benefit pupils with visual impairments) and install window blinds	SENCO/ICT manager	Autumn 2021	Written information is fully accessible to children with visual impairments	Summer 2022
Long term	School website is not accessible to children with SEND	Audit of website	ICT manager	Autumn 2021	Website is fully accessible	Summer 2022