



Accessibility Policy and Plan

July 2018 – July 2019

Legal Requirement

On 1st October 2010, the Equality Act 2010 replaced all existing equality legislation and so provides a single, consolidated source of discrimination law. This policy and plan have been written in accordance with the:

- Equality Act 2010
- Equality Act and Schools, (DfE Guidance, May 2010)
- Special Educational Needs and Disability Code of Practice 2014
- Sensory, Physical and Medical Service: Environmental Access

Information Guidance (Somerset County Council)

Document Purpose

- To ensure our school setting does not unlawfully discriminate against any person because of their sex, race, disability, religion or belief, sexual orientation or gender reassignment.
- To be a framework working alongside the SEND policy in which the Governing Body, parents, children, teaching staff and non-teaching staff have agreed and adhere to.
- To reduce and eliminate any barriers which could prevent pupils with any disability, accessing both the curriculum and full participation in the school community.

Definition of Disability

According to the Equality Act 2010:

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.

Where something a school does places a disabled pupil at a disadvantage compared to other pupils, then the school must take reasonable steps to try and avoid that disadvantage.

- Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect.
- Long term is defined as lasting or likely to last, for at least 12 months.

Internal and External Monitoring Procedures will be monitored through:

- The day to day curriculum provision
- Listening to the voices of our children with disabilities, their families and staff working within school.
- Adopting guidance from the local authority.
- Acting on the advice of specialist external agencies who support our pupils in school.
- Reviewing this policy and plan annually and making necessary improvements.
- Offering training to staff and Governors wherever necessary.
- Ofsted as part of their inspection cycle

Training

- We as a school, acknowledge that there is a need for ongoing awareness raising and training for staff and governors to inform understanding and attitudes, in areas relating to disability and discrimination.

We aim to:

The Phoenix Academy Aims

Provide a quality care and education facility and endeavour to give young people who have had many setbacks, a fresh start in life.

Encourage a 'can do' culture at the school and by recognising students' individual needs we are able to work with their particular strengths and help them achieve to their full potential.

Use a Positive School Rewards System to encourage and motivate students to succeed academically and to manage their behaviour appropriately.

Offer a range of qualifications and awards across the curriculum including: GCSEs, Entry Level Certificates, ASDAN COPE, The Duke of Edinburgh Awards, Functional Skills Certificates and the AQA unit awards.

Build confidence and self-esteem through the use of praise and encouragement.

Accessibility Plan

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by
<p>Increase access to the curriculum for pupils with a disability</p>	<p>Phoenix offers a differentiated curriculum for children of all abilities and uses specific resources to ensure certain pupils are able to access the curriculum fully.</p>	<p>Training for specific staff including medical</p>	<p>Audit of CPD needed.</p>	<p>Class Teacher</p>	<p>When Needed</p>
	<p>Resource base on site at The Academy</p>	<p>Use of ICT equipment</p>	<p>Teachers to be given opportunities to watch Outstanding practitioner use ICT in lessons.</p>		
	<p>To integrate resource base children into mainstream activities more.</p>	<p>Run appropriate clubs for children to attend including lunchtime clubs e.g. Lego club</p>	<p>Teachers TA</p>	<p>Ongoing</p>	
<p>Improve and maintain access to the physical environment</p>	<p>Specific children to have specific equipment and setting arrangements which have been implemented throughout the year. Ensure a smooth transition occurs to new classes and implement new ideas for new pupils.</p>	<p>Arrange a meeting to focus on the layout of the classroom environment to ensure accessibility for children with a range of learning/ behavioural / physical needs</p>	<p>Review and implement a preferred layout of furniture and equipment to support the learning process in individual class rooms.</p>	<p>Class teacher</p>	<p>Ongoing</p>
	<p>Currently within the playground there are steps. Ramp to be positioned into playground.</p>	<p>To improve the access into the playground for all.</p>	<p>School plans to improve access to designated playground area over successive financial years.</p>	<p>Head Teacher Governors</p>	<p>On going</p>
	<p>Steps to have yellow lines in playground to guide children</p>	<p>To improve the visibility for children with the yellow lines</p>	<p>Paint all steps with yellow lines to help with visibility</p>	<p>Maintenance</p>	<p>On-going</p>

Improve the delivery of written information to pupils	Staff to be made aware of Widgit symbols and have received training on using Communication in Print.	Arrange a meeting to focus on the visual cues in the classroom environment to ensure accessibility for children with a range of learning/ behavioural / physical needs	Use Widgit symbols to label trays.	Class Teacher	On going
			Use visual timetables and calendars.	Class Teacher	
	Currently only WC have signs.	To improve signage around school including visual clues to aid visually impaired and EAL.	Use widget symbols to create door signs to inform pupils, new staff, visitors of the school particular use for the room and for them to identify important rooms	Head Teacher	Ongoing
				Class Teacher	
Medical Room Access	Currently within the playground there is a step into the medical room block. Ramp to be positioned into playground.	To improve the access into the playground for all.	School plans to improve access to designated playground area over successive financial years.	Head Teacher / Maintenance	On going
Arrangement Reviews:	Reviews on all aspects of the DDA are to be conducted on an annual basis giving due regard to Statutory changes and ongoing requirements.	To improve access arrangements within the school	Access ramps, visual signs, widgit symbols	Main / Head Teacher	Ongoing
Main Building Access	Complies to the DDA. The plan is to maintain this provision by an ONGOING process of annual review against statutory changes.	To maintain statutory regulations within the school	Standards to be checked Termly	Head Teacher	Ongoing

Toilet Facilities	The plan is to purchase a porta cabin for onsite changing room facilities in order to comply with DfE regulations on teaching PE to secondary age pupils. (the school must have a changing room)	To comply with DfE standards.	Porta cabin to be purchased. Disabled access to be made so accessible to all.	Head Teacher / Maintenance	Jul-18
Transport Requirements	The school vehicles could not at present accommodate a wheelchair user. This will be reviewed when the situation arises.	To enable wheelchair users at the school to have full access to offsite trips and education.	Vehicles to re assessment when the situation arises.	Head Teacher	Ongoing
Disabled Lift	To be regularly serviced under the contract by Euro lifts. Head Teacher to hold keys when not in use. Annually review against statutory requirements.	To maintain statutory regulations within the school and access for all to the whole school.	Lift to continue to be service annually	Head Teacher / Maintenance	Ongoing
Staff Room Facilities	Complies to the DDA. The plan is to maintain this provision by an ongoing process of annual review against statutory changes.	To maintain statutory regulations within the school and access for all to the whole school.	Annual reviews to continue	Head Teacher	Ongoing