



St Pauls Way Trust and Foundation School Accessibility Plan

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Introduction

As an inclusive school, we respect and value the diversity of the community we serve. We are committed to raising the attainment of all our students with due regard to their individual, social and personal circumstances. We believe in actively promoting equality of opportunity in every aspect of the life of all students, parents and staff. We are committed to challenging discrimination against those with disabilities, ensuring equality of access and preparing all students for life in a diverse society. We recognise that it is the responsibility of every member of our school community to ensure that this ethos is actively and consistently reflected in our practice.

We will systematically assess, evaluate and regularly review the impact of our school accessibility plans on the life, attitudes and achievements of all groups and individuals amongst our students and staff. We respect and value the diversity which exists in the wider community. We are committed to challenging attitudes that promote discrimination against those with disabilities, ensuring respect for all and preparing all students for life in a culturally diverse society.

Our commitment to equality for those with disabilities will be demonstrated through:

The Relentless Pursuit of Scholarship & Excellence for Every Child					
Communication	Investigation	Networking	Participation	Scholarship	Vision
Embedding literacy across the curriculum	Building confidence so that all students can be independent learners	Helping students develop social skills to be happy members of the school and wider communities	Inspire all students to develop interests beyond the curriculum	Empowering all students to access the curriculum and excel	Raising aspirations for all students regardless of their context

- Fostering respect for all groups and individuals, within the context of Human Rights
- Promoting positive non-discriminatory behaviour
- Ensuring appropriate support for individuals with disabilities within the school
- Ensuring high expectations of all
- Ensuring representation of a wide range of diversity within our curriculum and school community
- Encouraging links with the wider community.

We recognise that it is the responsibility of every member of our school community to ensure that this ethos is actively and consistently reflected in practice. We will systematically assess, evaluate and constantly review the impact of our school policies and practice on the life, attitudes and achievement of all groups and individuals amongst our students and staff.

Definition of Disability

According to the Equality Act 2010, a person has a disability if:

- a) He or she has a physical or mental impairment.
- b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

According to the act a “disabled person is defined as someone who has a physical or mental impairment which has an effect on his or her ability to carry out normal day-to-day activities”. The effect must be substantial, long term and adverse. The Equality Act definition of disability covers physical disabilities, sensory and other mental impairments and learning disabilities.

Legalities

Under the Equality Act 2010 all schools must have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation including the DDA. The effect of the laws is the same as in the past, meaning that ‘Schools cannot lawfully discriminate against students because of sex, race, disability, religion or belief and sexual orientation’.

This plan has been drawn up based upon information supplied by the Local Authority, and in conjunction with students, parents, staff and governors of the school and will advise other school planning documents.

Purpose of the Plan

The purpose of this plan is to show how St Paul's Way Trust intends, over time, to increase the accessibility of our school for disabled students. St Paul's Way Trust is committed to providing an environment that enables full curriculum access that values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

The school's SEND policy ensures that staff identify, assess and arrange suitable provision of students with special educational needs and / or disability. Working alongside professionals including the local authority and educational psychologists, the Assistant Head for Learning Support ensures that additional resources, including staffing, are allocated where appropriate through additional high needs funding.

This Accessibility Plan sets out the proposals of the Governing Body of our school to increase access to education for disabled students in the three areas required by the planning duties in the DDA:

- a. Increasing the extent to which disabled students can participate in the school curriculum; which includes teaching and learning and the wider curriculum of the school, such as participation in after school clubs, leisure and cultural activities or school visits;
- b. Improving the environment of the school to increase the extent to which disabled students can take advantage of education and associated services;
- c. Improving the delivery to disabled students of information, which is provided in writing for students who are not disabled.

St Paul's Way Trust: Accessibility Plan 2019-20

Targets	Strategies	Outcome	Timeframe	Goals Achieved
Students with visual impairments have access to the curriculum	Large print text Larger type used Coloured paper used where appropriate. Use of ICT (large icons on desktop etc.) Appropriate training for relevant staff. Assessment and advice sought from Advisor for VI. Use of objects of reference to aid understanding	Classrooms are accessible to visually impaired children Improved IEP's for VI children.	2019/20	Physically accessibility of school increased
Students with speech and language difficulties have access to the curriculum	ELKLAN trained teaching and support staff SALT in school 1 day per week Weekly target SALT focus groups	Classrooms are accessible to children with speech and language difficulties	2019/20	Physically accessibility of school increased
Students with physical	Height adjustable desks Disabled toilet access	Physically disabled	2019/20	All students



Disabilities are fully involved at playtimes	LSA support/transport LA transport. Wheelchair maintenance. Buddy system in place Choices of activities offered Ramp access to adventure playground and slides Cycle track around school field and path in wildlife area	students Able to access all outside areas		included In all aspects of school life
Students with challenging behaviour are fully integrated within the classroom	Behaviour policy in place. Training and support for SEMH. Approach training for all staff. Teaching assistants are used to support appropriate students YIM – Year inclusion meeting SEMH interventions	All staff are able to respond appropriately to all students	Ongoing	Number of students excluded kept low
Students with hearing impairments have access to the curriculum	Students placed near front of class. Students spoken to directly Speech reinforced using facial expressions, signs or gestures Speech reinforced with visual back-up print, pictures, concrete materials, symbols and objects of reference	Lesson are accessible to hearing impaired children	Ongoing	All students included in all aspects of school life
All members of the Community have equal opportunities to access the School premises and relevant information	School premises are inspected and reviewed to ensure accessibility for all School provides information in range of alternative formats when necessary;	Needs of all members of the school community are fully met	On-going	Physically accessibility of school increased and delivery of information is available to all



ACCESS AUDIT				
FEATURE	DESCRIPTION	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	ACTIONS TO BE COMPLETED BY
Corridor access	Corridors wide to accommodate SEND. Floors and corridors kept clear of clutter	Already achieved	Premises Manager	N/A
Lifts	Lifts available to support students with SEND	Lifts available. Lifts subject to an annual maintenance contract. <i>Primary Phase: All classrooms are located on one level.</i>	Premises Manager	N/A
Parking Bays	2 disabled parking bays marked out on site, accessible and situated close to entrance	Parking bays already marked at the rear of the school <i>Primary Phase to use Trust school's car park.</i>	N/A	N/A
Entrances	Entrances to school wide to accommodate wheelchair users with controlled automatic access	Already achieved	N/A	N/A
Ramps	Ramps in school are regularly maintained.	Already achieved	N/A	N/A
Toilets	Toilets - wheelchair accessible on each floor and close to Learning Support. <i>Primary Phase: All classrooms are located on one level.</i>	Already achieved	N/A	N/A
Emergency escape routes	Refuge points identified. Fire and Evacuation plan incorporates SEND awareness	Staff made aware how to assist in event of emergency. EVAC chairs have been delivered and we are waiting for training.	Leader of Learning and additional Teachers with responsibility for Health & Safety. External trainers	On-going