



The Rydal Academy Accessibility Plan

Accepted by: Board of Directors March 2019

Leadership Team Leader Reviewer: Trust Business Manager

Review Cycle: Annual

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1. Statement of intent

This plan should be read in conjunction with the School Improvement Plan and outlines the proposals of the governing board of The Rydal Academy 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. Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

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 LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

The governing board 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 Headteacher and other relevant members of staff
- Governors
- External partners

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.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

2. Planning duty 1: Physical environment

Governing boards 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	Who	When	Outcome	Review
Short Term	Access to upstairs (Pastoral support team) for any pupils with mobility issues	Provision of access to pastoral team	Pastoral Lead	As required	Staff will utilise group rooms at the bottom of the stairs for any pupils with mobility issues.	As required
	Long distances to access hall used for lunches and PE from some parts of the building.	Provision of seating at assembly points for children with mobility issues	School Admin Manager	As required	Pupils with disabilities including mobility issues, are safely able to move around the setting without increased risk of fatigue	As required
	Furniture appropriate to allow staff and pupils access where there is a physical need (Disability, pregnancy, short term impairment)	Implementation of advice from professionals	Headteacher / SENCO	As required	Pupils and staff with a physical need are able to access activities and the environment at an appropriate level.	As required
Medium Term	Fire doors and some external doors are difficult to open for students with physical disabilities.	Review of internal doors to be undertaken	Trust Business Manager	Autumn 2019	School buildings and classes are as accessible as possible and adapted provisions made where required	Autumn 2020

	Access to Multi Use Games Area (MUGA) for wheelchair users is through the staff car park.	Access ramp fitted	Trust Business Manager / School Admin. Manager	Summer 2020	MUGA and field accessible through access ramp within grounds	Autumn 2020
Long Term	Provision of disabled parking for staff.	Review current provision in staff car park	Trust Business Manager	Summer 2020	Disable parking is in a safe area as close to the main entrance as possible.	Autumn 2020
	Moving and handling training for Transport Staff and Support staff	New staff are trained and current staff access refresher training	School Administration Manager	Spring 2020	All Transport staff and appropriate Support staff have completed moving and handling training.	Summer 2020

3. Planning duty 2: Curriculum

Governing boards 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	Who	When	Outcome criteria	Review
Short Term	Staff members will be aware of expectations for SEND support	Training for all teaching staff on the local authority ranges	SENCO/Shadow SENCO	Autumn 2019	Teachers and TAs will be aware of LA ranges; staff will recognise implications for teaching and learning strategies and resources and staffing	As required
Medium term	Access to learning environment of pupils with a visual impairment	Implementation of advice from professionals	Trust Business Manager/ SENCO	As required	The curriculum is fully accessible to pupils with visual impairments	As required
	Access to learning environment of pupils with a hearing impairment.	Implementation of advice from professionals	Trust Business Manager/ SENCO	As required	The curriculum is fully accessible to pupils with hearing impairments	As required
Long term	Pupils with SEND can access lessons	Provide adjustments to pupils with SEND Professional advice to be taken regarding individual	ICT Manager/ SENCO	Autumn 2019	Pupils with SEND can access lessons	Annually

		pupils and any equipment provided as necessary				
	School trips are accessible for all pupils with SEND	Educational visits that are part of the curriculum to consider the accessibility needs of the school class involved as part of the planning and risk assessment process.	Educational Visits Coordinator Visit Lead / SENCO	Spring 2019	Planning of school trips takes into account pupils with SEND	Annually

4. Planning duty 3: Information

Governing boards 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	Who	When	Outcome criteria	Review
Medium term	Written information is not accessible to pupils, parent/carers, staff 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/ School Administration Manager / Outside professionals (e.g. LINS)	Summer 2019	Written information is fully accessible to pupils, parents/carers, staff with visual impairments	Autumn 2019
Long term	School website is not accessible to children with SEND	Audit of website	Website facilitator/ SENCO	Autumn 2019	Website is fully accessible	Annually

5. Monitoring arrangements

This document will be reviewed annually but may be reviewed and updated more frequently if necessary.

It will be approved by the governing body.