



St Augustine's CE Academy

Accessibility Plan 2021-2024

St Augustine's CE Academy - Accessibility Plan – 2021 to 2024

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1. Introduction:

Under the Equality Act 2010 Academics should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "Academics cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation". According to the Equality Act 2010 a person has a disability if:

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

The Accessibility Plan is listed as a statutory document of the Department for Education's guidance on statutory policies for Academies. The Plan must be reviewed every three years and approved by the Local Academy Council. The review process can be delegated to a member of the LAC or the Executive Headteacher. At St Augustine's CE Academy the Plan will form part of the Academy Development Plan and will be monitored by the Executive Headteacher and evaluated by the LAC.

At St Augustine's CE Academy we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

- 1) The St Augustine's CE Academy Accessibility Plan has been developed and drawn up based upon information supplied by the Local Authority, Staffordshire University Academies Trust and consultations with pupils, parents, staff and governors of the Academy. Other outside agencies and specialists have also been consulted. The document will be used to advise other Academy planning documents and policies and will be reported upon annually in respect of progress and outcomes. The intention is to provide a projected plan for a three year period ahead of the next review date.
- 2) The Accessibility Plan is structured to complement and support the Academy's Equality Objectives, and will similarly be published on the Academy website. We understand that the Local Authority will monitor the Academy's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
- 3) St Augustine's CE Academy is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the Academy.

- 4) The St Augustine's CE Academy Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the Academy within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable. The Accessibility Plan contains relevant and timely actions to:-
- Increase access to the curriculum for pupils with a disability, expanding the **curriculum** as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a Academy fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the Academy such as participation in after-school clubs, leisure and cultural activities or visits - it also covers the provision of specialist or **auxiliary aids and equipment**, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
 - Improve and maintain access to the **physical environment** of the Academy, adding specialist facilities as necessary - this covers improvements to the physical environment of the Academy and physical aids to access education within a reasonable timeframe;
 - Improve the delivery of **written information** to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the Academy and Academy events; the information should be made available in various preferred formats within a reasonable timeframe.
- 5) The St Augustine's CE Academy Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
- 6) Whole Academy training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.
- 7) This Accessibility Plan should be considered when developing and updating the following Academy policies, strategies and documents:
- Asset Management Plan
 - Behaviour Management Policy
 - Curriculum Policy
 - Business Continuity Plan
 - Equal Opportunities Policy
 - Health & Safety Policy
 - Equality Plan
 - Academy Improvement Plan
 - Special Educational Needs Policy
 - Staff Development Policy
- 8) The Accessibility Plan for physical accessibility relates to the Access Audit of the Academy which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be

completed by the Academy prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

- 9) Equality Impact Assessments will be undertaken as and when Academy policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.
- 10) The Accessibility Plan will be published on the Academy website.
- 11) The Accessibility Plan will be monitored by the Local Academy Council.
- 12) The Academy will work in partnership with the Local Authority and SUAT in developing and implementing this Accessibility Plan.
- 13) The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

2. Aims and Objectives

Our Aims are:

- **Increase access to the curriculum for pupils with a disability**
- **Improve and maintain access to the physical environment**
- **Improve the delivery of written information to pupils**
- **To maintain good practice already in place.**

Our objectives are detailed in the Action Plan below

3. Current good practice - going into 2021

- Educational Psychology - recommendations implemented for pupils following assessments.
- Dyslexia - build on dyslexia friendly strategies and resources already in place e.g. cream paper literacy books, reading overlays etc.
- Social Skills - circle time, friendship groups, reflection area outside, prayer boxes in each classroom, Kindness Awards (Uttoxeter cares scheme).
- Care plans in place for all specified pupils.
- Dyslexia Friendly Full Status Academy.
- All classrooms carpeted.
- Coloured overlays for pupils with dyslexic tendencies and cream papered English books for all children.
- Speech and language therapy programmes for specified pupils.
- One Page Profiles.
- Access and knowledge of external support - mobility; visual impairment team; hearing impairment team, speech therapist; Autism outreach; Behaviour Support; CAMHS; nurses etc.
- Other 'reasonable adjustments' made as needs demand.

4. Access Audit

The main Academy building is single storey with a reception area leading into the Academy hall and a further access point to the hall from outside. The Academy hall leads to three classrooms as well as containing access to the kitchen. Each classroom has a door to access outdoors.

There is a small on-site car parking for staff and visitors, at present this does not have a designated disabled parking bay. The main entrance features a secure lobby which is fitted with a reception hatch. There are disabled toilet facilities available. This is fitted with a handrail and low sink.

5. Management, coordination and implementation

- We will consult with experts when new situations regarding pupils with disabilities are experienced.
- The LAC and Senior Leadership Team will work closely with the Local Authority, SUAT and Parents.

Improving the Curriculum Access at St Augustine's CE Academy

Raise awareness of the requirements of the Equality Act and Accessibility Policy	Raise awareness in staff and LAC meetings by literature and discussion	Executive Headteacher and Senior Teacher	To be included at various points throughout the year on weekly staff briefing agendas.	
All out of academy activities are planned to ensure the participation of the whole range of pupils	All out of academy activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements.	All staff Sports Coaches and Instructors	Ensure this is compliant and adhered to continuously across the academic year.	
Classrooms are optimally organised to promote the participation and independence of all pupils.	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases.	All staff	Time to be given off timetable for staff to complete this in summer term in preparation for September.	Completed July 21 in readiness for September 21.
Training and awareness of disability issues.	Provide training for the LAC, staff, pupils and parents. Discuss perception of issues with staff to determine the current status of the academy.	All staff to complete. Executive Headteacher to organise and source.	Time given to staff to complete training on the National College. All to be completed by summer 22.	

Improving the delivery of written information at St Augustine's CE Academy

Target	Strategy	Responsible	Timeframe	Achievement
Availability of written material in alternative formats. The academy will be able to provide written information in different formats when required for individual purposes.	The academy will make itself aware of the services available through the LA/Trust for converting written information into alternative formats.	Executive Headteacher Office Manager SENCO English Co-ordinator	January 2022	
Make the academy newsletters and other information for parents, available in alternative formats.	Review all current academy publications. Promote availability of different formats for those that require it.	Executive Headteacher Office manager	Review by end of Autumn 21	

