



Newbridge School

Accessibility Plan

Date of Review 15th May 2018

Next Review Date May 2019

Staff Responsible James Laidler

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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 board of Newbridge 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 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.

Signed by:

James Laidler

Headteacher

15th May 2018

Date:

Philip Siegert

Chair of governors

15th May 2018

Date:

Next review date: May 2019

Planning duty 1: Curriculum

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	Management requires clarification that the curriculum is accessible to all learners	Audit of individual pupil need	Induction Team, SENCo,	At point of exclusion	School is aware of accessibility barriers to its curriculum and will make a plan to address them	On-going review
Medium term	Learning environment of pupils with visual impairment is not accessible(not experienced in this setting to date)	Consider the incorporation of appropriate colour schemes	HT/OM	On-going awareness	Learning environment is accessible to pupils with visual impairments	On-going review
	Lack of appropriate space for medical treatment/First Aid room	To create a medical treatment room/ First Aid room	HT/OM	Summer, 2018	Creation of a medical treatment/First Aid room	Autumn 2018
Long term	Referral of students with physical disabilities who cannot access school buildings	Audit of physical environment	HT/BD/OM	On-going awareness	School buildings are fully accessible	On-going review

Planning duty 2: Physical environment

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	Lack of access to a confidential meeting room for new students, families, governors and external agencies	To create a meeting room in the reception area at the front of the school	HT, BD, OM, ICT	Easter, 2018	Confidential meeting space created	Summer, 2018
	Difficulty in accessing both Student Reception areas	To improve the paving at the front of the building and in the quad To consider drop curb on KS4 entry route	HT, BD, OM,	Summer, 2018	Access improved to both Student Reception areas	Autumn 2018
Medium term	Audit required of classroom space	Health Psychologist to conduct an audit to assess if classrooms are fit for purpose	HT, Health Psychologist, OM,	Easter 2019	Classrooms facilitate the learning and progress of students	Summer 2019
Long term	Future pupils with SEND cannot access off site provision	Consider mini bus adjustments to improve access e.g. tailgate	HT, BD, OM,	On-going assessment	Pupils with SEND can access lessons	Summer 2019

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
Short term	ParentApp needs further promotion to parents	Tutor visits to increase the sign up of parents to ParentsApp	AHT Pastoral/ICT manager	Summer, 2018	School is aware of accessibility gaps to its information delivery procedures	Summer 2019
	HMI Monitoring visit alerted SLT to navigation issues on the website	School seeks advice from IT team and reviews signposting particular reference to Trust policies	HT, IT team	Summer 2018	Website deemed compliant by HMI at Monitoring visit 2	Autumn 2019
	GDPR compliance	To ensure all documentation is accessible particularly the privacy notice	HT, BD, OM,	25 th May 2018	Flick learning module completed by all staff	Autumn 2019
Long term	School website is not accessible to future children with SEND	Audit of website	ICT manager	On-going assessment	Website is fully accessible	On-going review