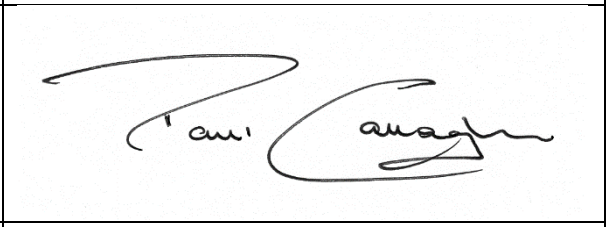
Accessibility Plan

Date approved by Governing Body:	06 November 2015
Signature of Chair of Governors:	
Next Review Date:	01 October 2016

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Statement of intent

This plan outlines the proposals of the governing body of Red House Academy to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

1. Increasing the extent to which students with disabilities can participate in the Academy curriculum;
2. Improving the environment if the school to increase the extent to which students with disabilities can take advantage of education and associated services;
3. Improving information delivery to students with disabilities.

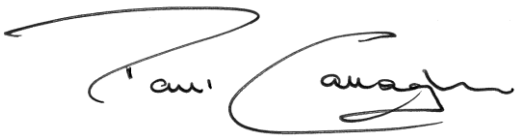
The governing body also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision 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 in consultation with the:

- Parents of students
- Employees
- Governors
- External partners

Signed by:



Chair of Governors 06.11.2015

Principal 06.11.2015

Next Review Date: 01 October 2016

Planning Duty 1

	Target	What	Who	When	Outcome criteria	Review
Short term	Ensure staff members know that the curriculum is accessible.	Audit of curriculum	SENCO and Vice Principal with responsibility for curriculum	December 2015	Management and teaching staff are aware of the accessibility gaps to the curriculum, and have filled those gaps.	Summer 2016
	Ensure staff members have the skills to support pupils with SEND	INSET provided to staff members, Learning Support Assistants deployed to support students with SEND	SENCO	December 2015	Staff members have the skills to support children with SEND. Learning Support Assistants effectively deployed.	Summer 2016
Medium term	School trips do take into account children with SEN and disabilities	The needs of children with SEND are incorporated into planning process.	Teachers / SENCO	December 2015	All planning of school trips takes into account children with disabilities. All trips are entered onto	Summer 2016

					the EVOLVE system with appropriate risk assessments.	
Long term	Students with SEND can access lessons.	Provide learning aids to students with SEND where required.	SENCO	Spring 2016	Students with SEND continue to access lessons and have appropriate support.	Summer 2015

Planning Duty 2

	Target	What	Who	When	Outcome	Review
Short term	The Academy's physical environment is accessible.	Audit of all buildings within the Academy's estate to ensure that they are accessible.	Premises and Health & Safety Manager	Spring 2016	The Academy is aware of any accessibility gaps within the estate and this is taken into consideration when planning the location for the delivery of the curriculum to meet the needs of SEND students.	Summer 2016
Medium term	Learning environment of pupils with visual impairment is accessible.	Incorporation of appropriate colour schemes.	Premises and Health & Safety Manager / SENCO	Summer 2016	Learning environment is accessible to pupils with visual impairments.	Autumn 2016
	Toilets are accessible.	Handrails installed, designated access toilets for staff,	Premises and Health & Safety Manager	Summer 2016	Access toilets are available and readily accessible to staff, students and visitors.	Autumn 2016

		students and visitors.				
Long term	Children with physical disabilities can access school buildings	Review of Academy estate and maintenance of lift facility.	Premises and Health & Safety Manager	Spring 2016	School buildings are fully accessible.	Summer 2016

Planning Duty 3

	Target	What	Who	When	Outcome criteria	Review
Short term	Academy information is accessible.	Audit of information delivery procedures.	SENCO	Spring 2016	The Academy is aware of accessibility gaps to its information delivery procedures and has filled those gaps	Summer 2016
	The Academy ensures that written information is accessible.	The Academy seeks advice from external advisors.	SENCO	Summer 2016	The Academy is aware of local services for converting written information into alternative formats	Autumn 2016
Medium term	Written information is accessible to students with visual impairments	Audit the needs of those students / staff with visual impairments and seek advice on the appropriate aids to assist them.	SENCO / HR Advisor	Spring 2016	Written information is fully accessible to students and staff with visual impairments.	Summer 2016

Long term	Academy website is accessible to children with SEND.	Audit of Academy website. Work alongside Northern Education Trust's web developers in relation to accessibility	SENCO / Learning Environment Officer	Summer 2016	Website is fully accessible.	Autumn 2016

Accessibility Plan

Adopted

06/11/15

Signed by:

Chair of Governors 06.11.2015

Principal 06.11.2015

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