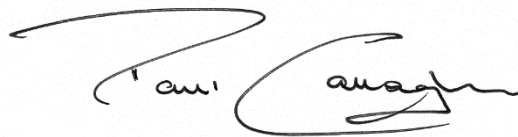




Accessibility Plan

| | |
|----------------------------------|--|
| 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 of 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.

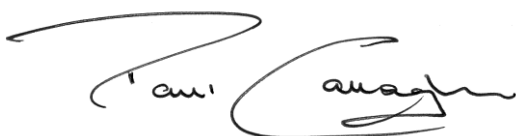
The governing body also recognises its responsibilities towards employees with disabilities and will:

- 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:

A handwritten signature in black ink that reads 'Paul Cavanagh'.

Chair of Governors

06.11.2015

A handwritten signature in black ink that reads 'Therese Quincey'.

Principal

06.11.2015

Next Review Date: 01 October 2016