



Accessibility Plan

Frequency of review: Every two years

Date adopted by Governing Body: 02/12/2021

Date of next review: December 2022

Author: Rebecca Harvey

Director of Inclusion

Hadley Learning Community – Secondary Phase

Introduction

Hadley Learning Community - Secondary Phase is an inclusive school where all members of the school community are of equal worth and each has the opportunity to be the best that they can be. We aim for our pupils to achieve their best, become confident individuals with fulfilling lives and make a successful transition into adulthood, whether into employment, further or higher education or training. Every teacher is a teacher of every child or young person, including those with SEND.

Under the Equality Act 2010, it is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Specific duties

At Hadley Learning Community - Secondary Phase we recognise and welcome our responsibility to make everyone feel included. The school has a duty to make **reasonable adjustments** for pupils with a disability:

- Where a disabled pupil is placed at a disadvantage compared to other pupils then the school must take reasonable adjustments to try and reduce/remove the disadvantage.
- Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.
- Schools are not subject to the other reasonable adjustment duty to make alterations to physical features because this is already considered as part of their planning duties.

Accessibility planning

This document outlines our accessibility planning for pupils with physical disabilities. These are the same duties as previously existed under the Disability Discrimination Act and have been replicated in the Equality Act 2010. Our accessibility plan aims to:

1. Increase the extent to which disabled pupils can **participate in the curriculum**;
2. Improve the **physical environment** of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
3. Improve the availability of **accessible information** to disabled pupils.

This plan should be considered alongside the Equality and Diversity Policy and the SEN School Information Report.

Hadley Learning Community - Secondary Phase is committed to:

1. Increasing the extent to which disabled pupils can participate in the curriculum

The curriculum covers teaching and learning and wider provision embracing after school clubs; leisure, sporting and cultural activities; and school trips. Planning for improved access to the curriculum includes consideration of school and classroom organisation and support, timetabling, curriculum options, deployment of staff and staff information and training. Curriculum audits support the school to review patterns of achievement and participation by disabled pupils in different areas of the curriculum, e.g. the inclusion of physically disabled children in PE, and then to identify action to increase participation. We aim to provide all pupils with a broad and balanced curriculum that is differentiated, personalised and age appropriate.

We aim to ensure that no pupil is disadvantaged if they have to attend appointments related to their condition by providing catch up sessions either through the teaching staff or in the Learning Support Base. We will seek and provide additional opportunities where possible for our pupils to succeed in settings other than the main school environment.

Our staff recognise their duty under the Equality Act 2010:

- Not to discriminate against disabled pupils in their admissions and exclusions and provision of education and associated services.
- Not to treat disabled pupils less favourably.
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage.
- To publish an accessibility plan.

In performing their duties our governors have regard to the Equality Act 2010. Our governing body:

- Recognises and values the young person's knowledge of their own disability.
- Recognises and values the parent's knowledge of their child's disability.
- Recognises the effect that disability has on a person's ability to carry out activities.
- Respect the child's and the parent's right to confidentiality.

2. Improving the physical environment of schools

This strand of the planning duty covers improvements to the physical environment of the school and physical aids to access education. The physical environment includes steps, stairways, kerbs, exterior surfaces and paving, parking areas, building entrances and exits (including emergency escape routes), internal and external doors, gates, toilets and washing facilities, lighting, heating, ventilation, lifts, floor coverings, signs, interior surfaces, room decor and furniture. Improvements to physical access include ramps, handrails, lifts, widened doorways, electromagnetic doors, adapted toilets and washing facilities, adjustable lighting, blinds, induction loops, communication aids, well designed (passive) room acoustics and way-finding systems. The provision of 'quiet' areas and improvements to the physical safety of the environment, indoors and outdoors, may also enhance access for children with learning disabilities. Improved access in existing buildings can often be achieved by rearranging room space, removing obstructions from walkways, changing the layout of classrooms, providing designated storage space or reallocating rooms to particular subject specialisms.

Physical aids to access education cover ICT equipment, desks, chairs, writing equipment, science equipment and the like. E.g. through enlarged computer screens and keyboards, concept keyboards, communication aids, switches, photocopying enlargement facilities, specialist desks and chairs and portable aids for children with motor co-ordination and poor hand/eye skills such as extra robust scientific glassware and specialist pens and pencils.

We intend to:

- Work closely with the Sensory Inclusion Service to provide opportunities for pupils to have instruction in the latest innovations to support their condition.
- Ensure that specific programmes recommended by occupational therapy and physiotherapy can be safely delivered on site in a suitable environment.
- Ensure that a robust buddy system operates for those pupils who need to use the lifts or wheelchairs.
- Ensure that the height adjustable tables are in position at the beginning of the school year and available to all

3. Improving the availability of accessible information to disabled pupils

This part of the duty covers planning to make written information normally provided by the school to its pupils – such as handouts, timetables, textbooks, information about school events – available to those with a disability (including those with significant low reading acquisition levels). This might include alternative formats such as large print, the use of ICT and the provision of information orally, through lip speaking or in sign language. We aim to consider how all information normally provided in a written format including work sheets, timetables, school examination papers, newsletters, information about school events, trips and extracurricular provision can be made accessible to all those with a disability.

We intend to:

- Ensure that all lesson resources are accessible to pupils at the point of access, to include printed resources or presented resources. This may include enlarging print, colour printing, use of coloured backgrounds or overlays, text to speech software or live reading.
- Ensure that verbal information is fully accessible, by ensuring pupils can clearly see the speaker, provided transcripts or signing as needed.
- Text parents of all pupils rather than rely on letters being placed in bags.
- Ensure that we are able to offer recorded material through our website or other online platform for easy access at home.
- To ensure accessibility of the school website

References

The Equality Act 2010: Advice for school leaders, school staff, Governing bodies and local authorities
Equality Act Guidance downloads from the Equality and Human Rights Commission – includes
Guidance for education providers – what the equality law means for you as an education provider

Improving the Curriculum Access at Hadley Learning Community - Secondary Phase

Area for Development	Action points	Outcomes	Timeframe	Success Criteria
Training for teachers on identifying and addressing barriers to learning	CPD to take place on communication and SEN barriers	All teachers are able to more fully meet the requirements of disabled children's needs with regards to accessing the curriculum	Training Autumn Term 2020. Ongoing development in 2020-2021.	Increase in access to the National Curriculum; pupils able to access work more independently
Refresher training on supporting the needs of learners who are hearing (and visually) impaired	Inclusion update information to contain strategies to support HI (and VI) pupils; learning walks; additional CPD as needed	Pupils who are HI (or VI) can access the curriculum with targeted support and where possible, independently	Training event for teaching assistants December 2019 and for teachers in Autumn Term 2020.	Increase in access to the National Curriculum; pupils able to access work more independently
A wider range of vocational options are available for study at Key Stage 4	Research options available; produce KS4 curriculum plan that introduces more new vocational courses	Y9 pupils have a wider range of vocational options to select; pupils offered alternative types of study to achieve level 2 qualifications	In place for September 2021.	Increase in access to the National Curriculum; pupils able to access work more independently, improved success at level 2
Wider use of assistive technology in the classroom	Update existing laptops and explore other options such as tablet computers.	Pupils can access more information and support through assistive technologies such as tablet computers	In place for September 2021.	Increase in access to the National Curriculum; pupils able to work more independently
To work actively to support children and families who are disadvantaged and children who are looked after so that deprivation will not be a barrier to achievement or wellbeing.	LAC Lead to represent children in care within school planning meetings. Family support liaison role created.	Attendance to school and participation in the curriculum and trips to be supported.	Family support liaison role in place Jan 2020. Ongoing monitoring.	Improved in school attendance and participation within the curriculum and extra-curricular activities.

Improving the Sharing of Information at Hadley Learning Community - Secondary Phase

Area for Development	Action points	Outcomes	Timeframe	Success Criteria
Accessibility of lesson resources – printed, online, concrete etc	Departments to audit their resource banks and ensure that basic requirements (such as font style/size/colour) are met.	Lesson resources are fully accessible for all learners.	Fully in place for Jan 2021	All learners can access learning materials within the lesson independently.
Accessibility of language – written and spoken. That complex language is not over-simplified for less able pupils.	Training for teachers and LSA's on language structure and techniques to use to break down complex language so that the core ideas are still communicated.	Complex language is broken down and scaffolded as normal practice.	Fully in place for Jan 2021	All learners experience to same complexity of language and are supported in their understanding of it.
Access to learning materials outside of school, particularly for learners with part-time attendance	Development of an online curriculum materials through GCSE Pod, PIXL, IXL and Bedrock.	A basic core curriculum can be supported by additional learning materials which can be accessed in school or from home.	Fully in place for Sept 2020	Pupils who are unable to attend school can more easily access work missed, reducing the need for teachers to set additional work.
Pupils and parents will be able to access information and use text to speech facilities at home.	Ensure that we are able to offer recorded material through the website and other online platforms for easy access at home.	Letters, brochures and links are fully accessible. Learning materials are easily accessible.	Fully in place for Sept 2020	All information is fully accessible to all students and parents.

Improving Physical Access and the Physical Environment at Hadley Learning Community - Secondary Phase

Area for Development	Action points	Outcomes	Timeframe	Success Criteria
Quiet, safe room available for pupils with autistic spectrum disorders and SEMH needs within the inclusion department	Current spaces to be re-evaluated and a room where sensory needs can be managed will be created.	Pupils with ASD or SEMH needs have a safe room to go to when needed, where they are discretely supervised.	Fully in place by Oct 2020	Pupils with significant ASD and SEMH needs are safe within school and more likely to succeed in their learning
Distinct zones for supporting pupil's with different needs	Current spaces to be re-evaluated and to create distinct zones for 1:1 mentoring, small group interventions and academic learning spaces.	Pupils with SEND have access to a safe, supervised drop in space during the day. Withdrawal groups have dedicated and appropriate teaching spaces.	Fully in place by Sep 2020	Pupils with a wide variety of different SEND are able to learn, self-regulate or receive therapy in an appropriate environment.
Improve outdoor breakout facilities.	Outdoor spaces and access to these to be considered. Secure sponsorship and/or local partnerships to improve existing spaces.	There is a SEND sensory garden and a smaller space for active play.	Begin work in 2021 (Covid RA permitting)	Pupils with a wide variety of SEND are confident to use outdoor spaces during break and lunch times.
Improve interventions linked to fine and gross motor needs, including recommendations from Occupational Therapy and Physiotherapy.	Request additional hydrotherapy pool access. Create and resource programmes for fine motor skills development (to include handwriting and life skills) and gross motor skills	Hydrotherapy available at least twice per week. Sensory circuits for fine and gross motor skills are in place.	Fully in place by Jan 2021	Pupils with fine and gross motor needs are able to participate in supported movement breaks in line with their specific needs.