



# **Wellfield School**

# **Accessibility Policy**

Updated:

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Chair of Governors:

Mrs S Saiger

Head Teacher:

Mrs L Rodham

## **Accessibility Policy**

### **1. Introduction and aims**

- 1.1 We at Wellfield School believe in providing every opportunity to develop pupils', young people and adults' full potential. All our pupils, staff and visitors should feel valued, cared for, listened to and encouraged to challenge themselves to be the best they can. It is our aim to reduce and eliminate barriers to the curriculum, fuller aspects of school life and the school environment for pupils and prospective pupils, staff, parents and visitors with a disability. For further information of how we support students with a Special Educational Need or Disability, please see our SEND Information Report (available on our website).
- 1.2 In this scheme we will outline how we can promote disability equality for all disabled pupils, staff, parents, governors and visitors to our school. We also have a duty to publish our Disability Equality Scheme and Accessibility Action Plan which explains how we are doing this now, and what we plan to do over the next three years.

### **2. Background**

- 2.1 The Special Educational Needs and Disability Act (SENDA) 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. This plan sets out the proposals of the Governing Body of Wellfield School to ensure our practices and policies comply with these acts and increase access to education for disabled pupils. It is our duty to make sure that:
- We do not to treat disabled pupils less favourably for a reason related to their disability;
  - We will make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
  - We will plan to increase access to education for disabled pupils;
  - We do not discriminate against anyone as explained in the DDA, 1995;
  - We do not allow any form of harassment of people with a disability;
  - We will promote positive attitudes towards anyone living with a disability;
  - We will remove barriers which may discourage disabled people from playing a full part in the life of our school;
  - We will encourage full participation by everyone in our school activities.
- 2.2 Our accessibility action plan is resourced, implemented, reviewed and revised annually. Attached is a set of action points showing how the school will address the priorities identified in the plan.

### **3. Definitions of disability**

- 3.1 A person has a disability if he/she has a physical or mental impairment that is:
- Substantial;
  - Long-term; and
  - Has an adverse effect on his/her ability to carry out normal every day activities.

### **4. Principles**

- Compliance with the above-mentioned legislation is consistent with the school's aims, Equal Opportunities Policy and the operation of the school's Special Educational Needs (SEN) Policy;

- As an admissions authority our admissions policy applies which does not discriminate against a disabled child;
- We recognise that it is unlawful to discriminate against a disabled pupil by excluding him or her from the school for a reason related to the pupil's impairment;
- When recruiting staff disabled people will not be discriminated against;
- We recognise and value parents' and carers' knowledge of their child's disability and seek partnership and consultation;
- We provide all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils. Our curriculum endorses the key principles in the National Curriculum 2000, underpinning the development of a more inclusive curriculum:
  - setting suitable learning challenges;
  - responding to pupils' diverse learning needs;
  - overcoming potential barriers to learning and assessment for individuals and groups of pupils;
  - by ensuring that all staff are aware of the procedures for identifying and monitoring teaching and supporting pupils young people and adults with disabilities.

## **5. Purpose and direction of the School's plan**

5.1 Wellfield School's Disability Equality Scheme (DES) and Accessibility Action Plan (AAP) aim to demonstrate how we intend to meet our duty to promote disability equality for disabled pupils, staff, parents and visitors.

## **6. Information from pupil data and School audit**

6.1 Information about the needs of disabled people will be gathered through:

- Pupil admission information;
- Discussion with parents;
- SIMS data;
- SEN reviews/statements;
- Recruitment process;
- Discussion with relevant medical professionals and other outside support agencies.

6.2 Achievements of disabled people will be gathered through:

- Data analysis (progress made and value added scores);
- Records of achievement;
- Celebration assemblies, certificates, letters home, etc.

6.3 Information is gathered as part of the school's self-evaluation process and Assessment for Learning Strategies and is used to inform future plans and schemes.

## **7. Views of those consulted during the development of the plan**

7.1 To ensure Wellfield School is a welcoming environment for everybody, we believe it is important to consult all stakeholders. Where adjustments need to be made, we have consulted those who have an understanding of different disabilities and the barriers they present. Those consulted in the development of our DES and AAP include:

- Pupils with and without a disability;
- Parents of pupils who have a disability;
- Staff;
- Governors;
- Members of our community with relevant experience;
- Local Special School's and Outreach Teams.

7.2 Our consultation included questions about barriers to learning and full involvement in school life. We discussed:

- Movement around the building and grounds easily and confidently;
- Having equal opportunity to access lessons and other activities;
- How we could improve communication between home and the school;
- How we could raise awareness of the scheme and the issues addressed so that all members of the school community could be more proactive in including disabled people in every aspect of school life.

## **8. The main priorities in the School's plan**

- Increasing the extent to which disabled pupils, young people and adults can participate in the school curriculum;
- Improving the physical environment of the school to increase the extent to which disabled pupils, young people and adults can take advantage of education and wider life of the school including trips and clubs;
- Improve the accessibility of written information to disabled pupils, young people and adults.

## **9. Making it happen - Audit, management, implementation and monitoring**

9.1 Audit of provision, October 2016:

- Working towards Healthy School Status
- Children are taught using a variety of teaching and learning methods, ensuring accessibility to the curriculum for all;
- Children have individual learning targets, closely monitored and regularly reviewed;
- All staff are trained in Assessment for Learning and this continues to be developed and updated;
- Analysis of value-added figures allows us to measure the impact of intervention and support strategies for all children;
- Support staff are well trained and work in collaboration with the teaching staff to ensure appropriate support is offered to children with disabilities;
- Intervention and SEND registers are kept up to date;
- Appropriate and specific intervention programmes for pupils with SEND;
- School Support Plans and reviews in place;
- Advice is sought from SEN Support Service (SENSS) Advisory Teacher, Educational Psychologist and other appropriate outside agencies to provide staff with information about making 'reasonable adjustments'.

## 10. Making reasonable adjustments

10.1 We aim to remove any barriers that we find are making life more difficult for people with disabilities. These barriers may be lessened by making 'reasonable adjustments' to:

- The building and grounds:
  - Structured and supportive out of class activities;
  - Ensuring all adjustments to current buildings are DDA compliant;
  - Denote hazards for the visually impaired;
  - Flexibility of seating arrangements to suit need;
  - Staff support to assist with the movement of students.
  
- Learning and teaching:
  - We will review and monitor to ensure disabled pupils make progress in line with their abilities, we will then evaluate and adapt our practice accordingly;
  - Academic progress is monitored and 'value added' and achievement considered;
  - Additional support (small group or 1:1) will be provided where possible;
  - Individual targets and School Support Plans ensure aptness of teaching and learning strategies;
  - Targets will be monitored regularly;
  - Targets and progress towards them will be reported to parents regularly;
  - Using RAISE ONLINE, Assessment Manager and monitoring by senior staff, we are able to track and analyse the achievement of all our pupils;
  - Review of policies in the school is ongoing, including updates to the Anti-bullying and PSHE & Citizenship policies;
  - We are working towards becoming a 'Healthy School'
  - The school website will be reviewed and pages with information about links to disability will be built.
  
- Communication methods:
  - Use of interactive whiteboards;
  - Use of ICT resources by pupils;
  - Visual timetables for some pupils;
  - School Newsletter to Parents
  - Diary and news pages on the school website;
  - Informal discussions with parents;
  - Telephone messages and conversations with parents;
  - Formal discussions with parents as part of the Parents Forum;
  - Most information is available electronically and can be converted to other appropriate formats;
  - Governor meetings and attendance at parents/other events.
  
- The effectiveness of these adjustments will be monitored regularly and the opinions of our 'working party' and disabled stakeholders canvassed. Feedback will come from:
  - Pupil interviews.
  - School Council.
  - Parental questionnaires.

- Staff opinions (teaching and non-teaching).
- Governors.
- Other visitors and users of the school.
- Outside Agencies.

## **11. Monitoring and Impact Assessments**

11.1 The Governing Body will review the Action Plan every three years. We will measure the impact of any changes or initiatives on the quality of the school life in its widest sense for those pupils on our SEN register.

11.2 This will be done through the following initiatives designed to increase awareness of, and positive attitudes towards, disability:

- Pupils interviews;
- Increasing staff awareness;
- Parental questionnaires;
- Analysis of assessment data.

11.3 The action plan will be evaluated and updated annually. Formal review of the scheme will take place after three years.

- The impact of all school policies and practices on disability equality will be assessed at the time of review with the Governing Body and a review group which will include pupils with a disability (TBC);
- The school will report on the scheme annually;
- The scheme will be reviewed and revised as necessary (and on a three-year cycle).

## **12. Getting hold of the School's plan**

- The scheme will be available on the school website and hard copies produced on request at the school's Main office.

## Wellfield School Accessibility Plan - Improving the Physical Access at Wellfield School

An Access Audit was carried out by the Health and Safety team in the Summer of 2015 and a number of recommendations made:

Access Reference	Item	Activity	Timescale	Notes
1	Access to the East Block lift for all students/staff who require it (e.g. wheelchair users).	Keys required with notes being kept by the Bursar as to who has one.	On-going	
2	Access to all areas of the main hall.	Repair to the lift in the main hall required via BSF.	Completed and being monitored as it can be temperamental	
3	Review evacuation procedures to check for possible inclusion of Stairmate (or similar) equipment.	If review deems this necessary, we will need to resource equipment and provide CPD to identified staff.	Not required at the present time but being monitored with intake.	
4	Bio Bidet to promote independence for identified students.	Work with LA to ensure appropriate item is installed, with identified staff trained to teach identified students as to safe and appropriate use.	Completed and On-going review on use on a needs basis.	

## Improving Access to Curriculum Areas

Target	Strategy	Outcome	Timescale	Achievement
On-going training on differentiation across all curriculum areas.	Ensure Differentiation forms part of the CPD package, with advice also being made available via School Support Plans for individual students, and on the VLE for a range of specific SEND.	All teachers are able to more fully meet the requirements of SEN children's needs with regards to accessing the curriculum	On-Going	Increased access to curriculum.
All out of school activities are planned to ensure the participation of the whole range of students.	Review all out-of-school provision to ensure compliance with legislation.	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirement.	On-going	Increased access to all activities for all students.
Classrooms are optimally organised to promote the participation and independence of all students.	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases.	Lessons start on time without the need to make significant adjustments to accommodate the needs of individual students.	On-Going	Increased access to curriculum.



## Improving the Delivery of Written Information

Target	Strategy	Outcome	Timescale	Achievement
Availability of written material in alternative formats.	The school will make itself aware of the services available through the LEA for converting written information into alternative formats.	The school will be able to provide written information in different formats when required for individual purposes.	On-going	Improved communication to all stakeholders.
Make available school brochures, school newsletters and other information for parents in alternative formats.	Review all current school publications and promote the availability in different formats for those that require it.	All school information available for all.	On-going	Delivery of school information to parents and the local community improved
Review documentation with a view of ensuring accessibility for pupils with visual impairment classrooms are optimally organised to promote the participation and independence of all students.	Get advice from VI team on alternative formats and use of IT software to produce customized materials.	All school information available for all.	On-going	Delivery of school information to students and parents with visual difficulties improved.
Raise the awareness of adults working at and for the school on the importance of good communications systems eg students on placement, visiting professionals.	Arrange training courses are required.	Awareness of needs of target needs raised.	On-going	School is more effective in meeting the needs of students.