



# Accessibility Policy 2022-2023

<b>Gulam Abbas Hussain</b>	<b>Headteacher</b>
<b>Hanila Ali Syed</b>	<b>Deputy Headteacher</b>
<b>Last reviewed on:</b>	<b>September 2022</b>
<b>Next review due by:</b>	<b>September 2023</b>

Read Academy is committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. It is committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Read Academy continuously plans to ensure the accessibility of provision for all pupils, staff and visitors to the school.

An Accessibility Plan has been drawn up to cover a three-year period and will be reviewed annually.

The Accessibility Plan will contain relevant actions to:

- Improve access to the **physical environment** of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education.
- Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as are the able-bodied pupils. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist **aids and equipment**, which may assist these pupils in accessing the curriculum.
- Improve and make reasonable adjustments to the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, timetables and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.
- The Action Plan for physical accessibility relates to the Access Audit of the school, which is undertaken every 3 years. It may not be feasible to undertake some of the works during the life of this Accessibility Plan and therefore some items will roll forward into subsequent plans. The audit will need to be revisited prior to the end of each three-year plan period in order to inform the development of the new plan for the following period.

#### **Training:**

Read Academy acknowledges that there is a need for on-going awareness raising and training for staff and senior development leaders in the matter of disability discrimination and the need to inform attitudes on this matter.

#### **Monitoring and Review**

The effectiveness of this policy and plan will be monitored and evaluated by the senior leadership team and will be reviewed every three years and/or annually when necessary.



## ACCESSIBILITY ACTION PLAN 2022-2023

Activity	Responsible / Monitoring	Timescale/ When	Outcome
<b>Admissions</b>			
Ensure the wording of all school documentation and policies continues to make provision for possible disabled pupils and is therefore not unintentionally discriminatory.	SLT	When documentation is reviewed.	Achieved
<b>Physical Environment</b>			
Carry out premises audit with attention to: lighting, signage, fire alarms, acoustic environment, floor coverings, heating and ventilation, accessible and clean toileting, washing and changing facilities; accessibility of outside areas – playground, walkways into school	Health and Safety Lead (SDL), HT	Annually & Termly  Visual Inspections	Ongoing
<b>Training</b>			
Training for staff dealing with EpiPen and children with diabetes. Paediatric first aid training for all staff every two-three year. All staff familiar with dealing with severe allergic reactions.	Staff	Annually  Staff Meetings	On Going
Training for staff in the identification of and teaching children with Autism and other specific learning difficulties	Staff	Annually	On Going
Training for Awareness Raising of Disability Issues. Provide information to staff, pupils and parents	Whole school community	Annually	On Going
<b>Medical</b>			
Assess child's health needs and identify resources required to meet those needs prior to school commencement.	Admissions Team / SENDco / Medical & First Aid Lead	Annually	Achieved
Training for teachers on special needs and in i.e.: Staff inset on hearing difficulties, visual difficulties, Speech and Language, ADHD and ASD	SLT / SENDco	Annually Termly	On Going
Formulate a care plan for any children with known health care needs prior to school commencement	Medical & First Aid Lead	When required	Achieved
Provide opportunity for updating health information and reviewing plans to meet the changing health needs of the individual child	SLT	Annually / Termly	On Going
Identify the need for staff training when a child's health care needs are complex	Medical & First Aid Lead / SLT	Annually / Termly When required	On Going

Recruitment of Medical & First Aid Lead to oversee key medical areas	SLT	Annually	Achieved
<b>Curriculum</b>			
Share good practice relating to disability issues and data	SLT / SENDco	Staff meetings	On Going
Monitoring of teacher's planning will include consideration of differentiation and 'reasonable adjustments' made	SLT / SENDco	Termly	On Going
Review of resources and ICT provision with consideration to suitability and development of pupils with a disability	SLT / SENDco	Annually	On Going
Include aspects of Disability in school assemblies and worship	SLT / SENDco	Lesson / Assembly	On Going
Increase awareness of and positive attitudes towards disability through the curriculum	Staff / SENDCo	Termly	On Going
All extra-curricular activities are planned to ensure they are accessible to all children. All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements	Staff	Annually/Termly	On Going
Provision of large computer monitors, interactive whiteboards, and sound systems in classrooms to meet the learning needs of all pupils.	Staff / SENDco	Annually/Termly When required	On Going
Plan for an alternative 'games' programme so that all pupils have access to a physical activity. Review access to physical education and games programmes to allow all pupils to participate, where possible, in sport.	PE & Sports Co-Ordinator / SLT	Annually/Termly	On Going
<b>Written Information</b>			
Consider and improve the accessibility of text-based information provided to the school community – books, letters home, newsletters, website, etc	SLT / SENDco	When required	On Going
Provide larger print handouts to pupils where necessary including information and worksheets	Staff / SENDco	When required	On Going
Where required, provide school newsletters in an alternative form, eg audio	SLT / SENDco	When required	On Going
Provide information to pupils in a format which meets their needs.	Staff / SENDco	When required	On Going