

Ash Grove Academy

Accessibility Plan

Created in collaboration with our legal expert

Date policy last reviewed: 12/11/2024

Signed by:

_____ Principal Date: _____

_____ Chair of governors Date: _____

Last updated: 12/11/2024

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Aims of the Accessibility Plan

This plan outlines how **Ash Grove Academy** aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the curriculum.
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

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

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities 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:

- Pupils' parents.
- The Principal and other relevant members of staff.
- Governors.
- External partners.

This plan is reviewed **every three years** to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone a refurbishment.

The Accessibility Audit

The SENCO will undertake an **annual** Accessibility Audit. The audit will cover the following three areas:

- **Access to the curriculum** – the governing board will assess the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers.
- **Access to the physical environment** – the governing board will assess the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers.
- **Access to information** – the governing board will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.

When conducting the audit, the governing board will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- **Ambulatory disabilities** – this includes pupils who use a wheelchair or mobility aid
- **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
- **Visual disabilities** – this includes those with visual impairments and sensitivities
- **Auditory disabilities** – this includes those with hearing impairments and sensitivities
- **Comprehension** – this includes hidden disabilities, such as autism and dyslexia

The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents. The actions that will be undertaken are detailed in the following sections of this document.

Planning duty 1: Curriculum

Issue	What	Who	When	Outcome	Review
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Short term	Develop sensory resources.	Continue to develop both resources and the sensory room.	SENCO	Ongoing		Summer 2025
	Steps to classroom have colour difference	Add yellow non-slip strips to all steps to help with depth perception	J.B	Summer 2025		Autumn 2025
Medium term	Visual aids for all in toilets	Signage to help everyone with visual aids for handwashing in the toilets	SENCO, J.B	Spring 2026		Summer 2026
Long term	IT Resources need updating for SEND children	Development of IT resources to support and enhance access for SEND children	SENCO	Ongoing		Autumn 2026

Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome	Review
Short term	New signs directing traffic to disabled bays are needed at the entrance.	Purchase new signage.	J.B	Summer term 2025	Allow easy navigation to disabled bays.	Autumn term 2025
Medium term	Carpark needs new lighting.	New lighting to be fitted.	John Potts LTD.	Autumn 2025	New lighting will be on from dusk till dawn,	Autumn 2025
	Steps need to be distinguished with a non-slip yellow nosing	Add non-slip nosing to steps.	J.B	Autumn 2025		Spring 2026
Long term	Carpark needs to be resurfaced.	Patch potholes until funding is achieved.	Mellings	Summer 2025	New surface will be smooth will no trip hazards.	Autumn 2025

Planning duty 3: Information

	Issue	What	Who	When	Outcome	Review
Short term	No Toilets have signage	Order and put signs on all toilets. These signs should be tactile	J.B	Summer 2025		Autumn
	Information in reception is not accessible to all	Reception is to be redecorated and any info is to be arranged in a manner that everybody will be able to access it.	J.B	Spring half term 2025		Summer 2025
Medium term	school has no visual clues to help pupils, staff and visitors orientate themselves in passageways	Order and put up signage throughout the school to help. Include toilets, offices and classroom numbers. Signs need to be tactile	J.B	Autumn 2026		Spring 2026
Long term	School website has no audio reading facility	Look into if it is possible to add this facility to the existing website, if not find out the feasibility of having a new website designed	Aspire Trust (A.B)	Summer 2027		Autumn 2027