

Accessibility Plan

Cambian

Red Rose School

Approved by: Simon Ashurst (Headteacher)

Created: September 2022

Signed:

A handwritten signature in black ink, appearing to read 'S Ashurst', written in a cursive style.

Last reviewed: November 2024

Next Review: November 2025

AIMS

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

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

Our school aims to treat all pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

Cambian aims to provide a fully accessible curriculum for all of its pupils. The majority of pupils at school will have some form of disability relating to social, emotional and/or mental health difficulties. We have an approach which embraces elements of education and care allowing us to provide access to a wide academic, social and personal curriculum. We aim to increase physical and cognitive access to all areas of schooling.

The school has set the following priorities-

1. to continually develop an active, inclusive approach to curriculum delivery
2. to increase the quality of the teaching and learning giving our pupils the best chance of success for life after school

Most pupils coming to us will come with an EHCP. From this information, and information gathered during initial assessments, we will formulate a supportive approach to education for each pupil. By knowing the pupil's abilities and challenges we are able to address specific areas of need and address them across the curriculum. Each pupil will have their progress reviewed regularly. This information will be collaborated and developed into a package which best suits the individual's needs. We have a high level of staff to pupil ratio which may include enhanced support to meet the needs of the individual pupil and their physical or cognitive ability. Any physical disabilities which may exclude the individual from any aspect of life at school will be identified and addressed as a priority.

Red Rose School has a commitment and will take responsibility for any physical changes to the school environment that may be needed upon the referral and admission of a pupil with a physical disability, as far as is reasonably practicable.

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken <i>and taken long-term</i>	Person responsible	Date to complete actions by	Success criteria
Increase access to the curriculum for pupils with a disability	<p><i>We use resources tailored to the needs of pupils who require support to access the curriculum.</i></p> <p><i>Curriculum progress is tracked for all pupils, including those with a disability.</i></p> <p><i>Our school offers a differentiated curriculum for all pupils. Targets are set effectively and are appropriate for pupils with additional needs.</i></p> <p><i>The curriculum is reviewed to ensure it meets the needs of all pupils.</i></p>	<p>Curriculum is reviewed to ensure delivery of formal and informal educational opportunities.</p> <p>Informal opportunities may include off-site activities.</p> <p>Ensuring pupils make good progress towards outcomes as highlighted in EHCPs.</p>	Curriculum policy to be reviewed to allow access to curriculum for all pupils.	Headteacher Deputy Headteacher Health and Safety Officer		Suitable curriculum in place that doesn't exclude pupils with disabilities
Improve and maintain access to the physical environment	<p><i>The school environment does meet the educational needs of pupils.</i></p> <p><i>This includes:</i></p> <ul style="list-style-type: none"> • education spaces 	The building is accessed via reception on the ground floor	The site does require some work which will be addressed by Cambian. The site doesn't impact on accessibility.	Headteacher Deputy Headteacher		Reasonable attempts to enable access to curriculum across the site

	<ul style="list-style-type: none"> external play space <i>Disabled toilet access</i> 			Health and Safety Officer		
Improve the delivery of information to pupils with a disability	<p><i>Explain your school's approach here. Example:</i></p> <p><i>Our school uses a range of communication methods to ensure information is accessible. This may include:</i></p> <ul style="list-style-type: none"> <i>Internal signage</i> <i>Large print resources</i> <i>Use of colour documentation</i> <i>Pictorial or symbolic representations</i> <i>Use of ICT</i> <i>SALT intervention</i> 	<p>Staff training</p> <p>All staff to be aware of specific pupil communication needs</p> <p>Regular audits of communication methods across the environment signage to be monitored</p>	Environment audit to take place Spring Term	Health and Safety Officer	Reviewed each term	Environment will be well signposted and that staff are aware of individual needs of pupils.
To interview all applicants with a disability who meet the minimum criteria for a job vacancy and to consider them on their abilities	<i>As per Equality Policy & Guidance</i>	Ensure that we are compliant with policies and procedures	Reviewed annually	Headteacher Director of Education		All recruitment processes followed using Cambian Policy and Guidance and in conjunction with the Equality Act 2010

<p>If the needs of the employee change during the period of employment Cambian will make all reasonable adjustments to keep the employee in employment</p>	<p><i>Compliance with policies and procedure</i></p>	<p>To support staff in line with policies and procedures</p>	<p>Possible actions Meeting with Line Manager to discuss needs of employee Take reasonable steps to adjust working environment to support these needs</p>	<p>Headteacher Director of Education</p>	<p>As required</p>	<p>Where possible employee will remain in employment</p>
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Monitoring arrangements

This document will be reviewed annually, but may be reviewed and updated more frequently if necessary

Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication • SEND Policy

Appendix 1: Accessibility audit

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	2, ground floor, first floor,	Maintain access is free of clutter and that space is free of hazards	All staff	In place (ongoing)
Corridor access	1 st and 2 nd floors	Maintain access is free of clutter and that space is free of hazards	All staff	In place (ongoing)
Lifts	NA			
Parking bays	Parking separated for care and school staff	Building works to take place to improve parking	Headteacher Admin Support Maintenance	Discussions Autumn Term
Entrances	5, reception, kitchen, rear of building to dining room and corridor	Maintain access is free of clutter and that space is free of hazards	Health and Safety Officer	Autumn Term
Toilets	Disabled access on ground floor	Maintain access is free of clutter and that space is free of hazards	Health and Safety Officer	Autumn Term
Fencing	External perimeter and to separate play space			

Reception area	Accessible to wheelchair users	NA	Headteacher	In place
Internal signage	Signs in place	NA	Headteacher Health and Safety Officer	H&S Audit completed
Emergency escape routes	Fire Evacuation Plan in place Signs posted around building Exit routes	Weekly testing of systems Termly fire drill	Headteacher Health and Safety Officer	Weekly (ongoing) H&S Audit completed