



# Accessibility Plan & Policy

<b>Last Review Date</b>	June 2023
<b>Next Review</b>	June 2024



CONTENTS	Page
<b><u>1.0 INTRODUCTION</u></b> .....	<b>2</b>
<b><u>2.0 VISION STATEMENT</u></b> .....	<b>2</b>
<b><u>3.0 DEFINITION</u></b> .....	<b>3</b>
<b><u>4.0 DEVELOPMENT &amp; REVIEW</u></b> .....	<b>3</b>

**1.0 INTRODUCTION**

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It is a requirement under the Equality Act 2010 for schools to have an accessibility plan.

**Implementation:** It is the responsibility of line managers to ensure that staff members are aware of and understand this policy and any subsequent revisions.

**Compliance:** This policy complies with all relevant regulations and other legislation as detailed in the Compliance with Regulations & Legislation Statement.

**2.0 VISION STATEMENT**

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Each child who joins our school community will be welcomed and valued regardless of sex, race, belief, physical disability or learning difficulty. This accessibility plan focuses on a wide range of disability associated with pupils with Autism Spectrum Disorder and co-morbid conditions. At Acorn Park School, pupil achievement is celebrated in a pupil-centred teaching and learning environment and excellent achievement at school enables pupils to be as independent as possible so that they make the most of opportunities when they leave school.

The purpose of the accessibility plan is to ensure that all pupils have access to education in the three areas required by the planning duties in the Equality Act 2010.

- Increasing the extent to which pupils with disabilities can participate in the school curriculum;
- Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services;
- Improving information delivery to pupils with disabilities.

Outcomes First Group also recognises its responsibilities towards employees with disabilities, and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace



### **3.0 DEFINITION**

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You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

### **4.0 DEVELOPMENT & REVIEW**

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The accessibility plan is guided by the principles and procedures in the school's Single Equality Policy.

The plan will be on the school website and reviewed annually by the Senior Management Team to ensure it is effective.



## Section 2: Aims and objectives

Our aims are to:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils

<b>Aim</b>	<b>Current good practice</b> <i>Include established practice and practice under development</i>	<b>Objectives</b> <i>State short, medium and long-term objectives</i>	<b>Actions to be taken</b>	<b>Person responsible</b>	<b>Date to complete actions by</b>
Increase access to the curriculum for pupils with a disability	Curriculum is subject to ongoing review to ensure it meets the needs of all pupils	The school's curriculum is currently under review to ensure that pupils with more complex communication needs are accessing learning to the best of their ability. As defined in the School Development Plan.	The school is introducing the EQUALS Semi-formal approach across the Key Stages, where appropriate.	Head teachers, EQUALS working party, class teachers.	April 2021
Improve and maintain access to the physical environment	New entrance at the front of the secondary school building to increase security measures and aid transitions in and out of the building.	Update traffic management plan for the primary site, in conjunction with the secondary school to decrease the volume of	Adjusted timetable for secondary site to incorporate a soft start to the day, which will	SMT and designated car park attendants.	April 2021



## Acorn Park

	<p>Split entrance and exit system at the secondary site for morning drop off and afternoon collection, to aid smooth transition and increase security measures for signing pupils in and out of the building.</p>	<p>transport vehicles at each site at any given time. Including access plan for emergency services.</p>	<p>accommodate the traffic management plan.</p>		
<p>Improve the delivery of written information to pupils</p>	<p>Augmentative and Alternative Communication Policy implemented across the school in January 2017, training delivered to all staff on a regular basis to ensure it is embedded into the curriculum. Speech and Language therapists meet regularly with class teams to provide advice on strategies to support lesson delivery.</p>	<p>To carry out NAS self-assessment to identify further areas of improvement and gain NAS accreditation.</p>	<p>Self-audit to inform action plan</p>	<p>Quality Action Group</p>	<p>April 2021</p>



**Section 3: Access audit**

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Parking bays	<p>Disabled parking bay marked at Reception.</p> <p>Area is well lit.</p>	Ensure markings clear, and unobstructed at all times.	Facilities Team	Ongoing
Entrances	Fobbed access system on main gate, and reception doors to aid security measures.	None required.	Head teacher and Facilities Team	N/A
Reception area	<p>Accessible to wheelchair users.</p> <p>A movable ramp is available at reception which can be moved to other buildings when required.</p>	Reception doors to be replaced FY21, and wheelchair accessible doors to be maintained.	Head teachers and Facilities Team	N/A
Ramps	Designated classrooms with ramp access	None required	Head teacher and Facilities Team	N/A



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<p>Vertical Movement and internal level change</p>	<p>Stairs are well lit. Stairs are kept clean, tidy and free from obstruction at all times.</p> <p>There are many sets of stairs on site. They are a standard size of about 1 and half people wide. There are no multiple flights of stairs. There are no lifts on site.</p> <p>A person with a disability such as being wheel chair bound would be able to evacuate at ground floor level but not upper floor level so this would restrict the person to stay on the ground floor.</p>	<p>A portable ramp was purchased and is held in reception.</p> <p>Maintain and ensure access.</p>	<p>General staff team and facilities team</p>	<p>Ongoing</p>
<p>Horizontal Movement</p>	<p>Corridors are kept clear at all times for general access.</p> <p>All deliveries are now put into a mail room to reduce trip hazards and aid security.</p> <p>All fire safety signs are highly visible and have been replaced with “Dayglow” glow in the dark signage.</p> <p>There is a lack of tactile items available for users.</p>	<p>Weekly checks to ensure areas are safe and accessible.</p> <p>Need to look at improvements to tactile signage throughout the Reception building and areas visitors are likely to visit.</p>	<p>General staff team and facilities team</p> <p>Facilities Team</p>	<p>Ongoing</p> <p>December 2020</p>



## Acorn Park

Doors	<p>Many doors are security/fire doors and are solid. This can make it difficult to know if someone is on the other side. Most are fitted with slow closing mechanism and all are checked on a monthly basis.</p> <p>Many doors are security doors that require a fob to open,</p> <p>All fire door records are kept in the Fire Logs in the FM's office.</p>	Slow closers should be ordered and fitted to remaining doors where appropriate when doors are repaired or replaced.	Facilities Team	December 2020
Toilets	<p>Our buildings have downstairs toilets with easy access.</p> <p>A disabled toilet in Reception with fitted alarm systems.</p>	None required	Head teachers and Facilities Team	N/A
Internal signage	Disabled toilets clearly marked.	None required	Head teachers and Facilities Team	N/A
Information	There are currently a variety of communication routes that includes signage and clear instructions from a receptionist that is here from 0800-1600 hrs Mon-Fri.	No hearing assistance is available, large print versions of services available and no brail signage. The overall signage of the site could be improved to make the site friendlier to anyone that is visually impaired.		





## Acorn Park

<p>Emergency escape routes</p>	<p>Clearly marked emergency exit routes, as per fire evacuation plan.</p> <p>The site has an extremely robust fire management system in place and is monitored regularly by the FM. All staff are fire awareness trained and many are fire marshals. All staff and students practice fire drills once a month and know exactly how to comply during a fire alarm/emergency. All access/degress routes are checked daily and fire walk round checks are conducted by the FM on regular intervals.</p> <p>A person with a disability such as being wheel chair bound would be able to evacuate at ground floor level but not upper floor level so this would restrict the person to stay on the ground floor.</p>	<p>Continue weekly alarm tests and scheduled fire drill practices.</p>	<p>Head teachers and Facilities Team</p>	<p>N/A</p>
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