



# The Eaglewood School

*“Raising Aspiration”*

## Accessibility Plan

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<b>Author:</b>	Mrs M Strachan, SENCO
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### Policy Review

This policy will be reviewed every 3 Years and complies with statutory requirement laid out in the Equality Act 2010 for schools.

## Vision

Under the Equality Act 2010, all schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against students because of sex, race, disability, religion or belief and sexual orientation”.

Eaglewood School is committed to providing a fully accessible environment which values and includes the whole school community. We are committed to challenging negative attitudes about disability and accessibility and developing a culture of awareness, tolerance and inclusion.

This plan correlates with Eaglewood School’s Referrals Policy. However, before offering a place, Eaglewood must feel reasonably sure that it will be able to educate and facilitate the development of the prospective student to the best of his/her potential and in line with the standards achieved by their peers and without detriment to the efficient education of others.

The Accessibility Plan is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual governor or the Head teacher.

## Linked Policies

- Equal Opportunities and Diversity Policy
- Health and Safety policy
- SEND Policy
- Recognition, Relationship and Behaviour Policy
- Supporting Students with Medical Needs Policy

## Definition of a Disability

According to schedule 10 of the Equality Act 2010 and the DfE guidance for schools on the Equality Act 2010, a person has a disability if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to do normal daily activities.

### What do 'substantial' and 'long-term' mean?

'Substantial' is more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task like getting dressed.

"Long term" means capable of lasting 12 months or more...", e.g. a breathing condition that developed as a result of a lung infection.

The definition included sensory impairments such as those affecting sight or hearing, persistent literacy difficulties and long-term health conditions such as diabetes or asthma.

Schools are required to make 'reasonable adjustment' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison to non-disabled pupils. Section 4 indicates that a setting can and must treat disabled individuals more favourably if it constitutes a reasonable adjustment to meet their needs. The Joint Council for Qualifications (JCQ), which regulates examinations, is bound by the Equality Act 2010 and stipulates that schools have a duty to make reasonable adjustments in examinations where standard exam arrangements would disadvantage a disabled candidate.

## Aims and objectives

Eaglewood School aims to:

- Improve communication with and delivery of information to disabled members of the school, community and other users.

- Increase levels of awareness amongst staff responsible for information relating to students who are disabled.
- Ensure the evacuation procedure reflects and accommodates the needs of all students who are disabled.
- Improve access for disabled students and other users by measures as highlighted by other committees.
- Increase access to the curriculum for students with a disability
- Improve and maintain access to the physical environment
- Treat all pupils staff and visitors fairly, with respect and without discrimination of any kind.

### Disability Access Plan

Eaglewood School's Disability Access Plan has three core elements: curriculum, physical environment and written information.

a) Improvements in access to the curriculum by:

- Providing for all students a curriculum which is appropriate to their needs.
- Ensuring that the curriculum is delivered in such a way that all students, regardless of any impairment, may benefit fully from it.

b) Physical improvements to increase access to education and associated services by:

- Making reasonable adjustments to Eaglewood buildings and grounds to make them fully accessible to students.

- Providing appropriate educational equipment and physical aids to ensure that educational programmes in Eaglewood School can be fully accessed by all students.
  - Maintenance, remedial and any future construction work will show awareness of disability/access issues.
- c) Improvements in the provision of information in a range of formats for disabled students by:
- Providing for students and their parents/carers, information regarding Eaglewood School and its curriculum in a format that takes account of any disabilities.

### Reasonable adjustment

In determining what reasonable adjustment is, Eaglewood School will take into consideration:

- Whether adjustments taken would overcome the substantial disadvantage.
- The practicality of making an adjustment.
- Financial implications - whether Eaglewood School could access other financial sources or other assistance.
- The effect of the disability on the student.
- Health and safety requirements.

- Need to maintain academic, sporting and other standards.
- The interests of other students and those who may be admitted to Eaglewood School as students.
- Extent to which the support would be provided under Part 4 of the Education Act 1966.

### Communication and transition

Parents/carers of children with disabilities or additional needs are expected to notify Eaglewood School of them at the point of referral. If these are not known at the time, Eaglewood School should be notified as soon as they are recognised. Prior to any interview or visit, parents/carers will be asked to provide further and more specific details of any additional needs of their child and to provide copies of any professional reports e.g. Educational Psychologist's report or professional reports from other agencies or an Educational and Health Care Plan (EHCP). Early notification is of great value, as it will enable Eaglewood School to liaise with parents/carers, existing schools, or other relevant sources to establish what reasonable adjustments may be made at Eaglewood School to support any member of the school community.

Eaglewood School values all members of its community; all students, including those with additional needs, play a full part in its activities, participating in sports, drama, outdoor pursuits, trips and visits. Adaptations for a student's participation in these activities are provided for through interdepartmental and parental liaison as well as support from external advisors where appropriate.

As part of the Referral Process, a nominated member of staff will meet with parents/carers to discuss whether or not a prospective student with a disability will be able to access the curriculum and what reasonable adjustments can be made to facilitate this. In determining this, Eaglewood School may advise additional assessments for further clarification. **If, after consultation, Eaglewood School decides that it cannot discharge its legal and moral responsibilities to educate the prospective student and / or its legal duties to the parent(s), Eaglewood School will be unable to offer a place.**

Some students stay at Eaglewood School for an extended time. It is possible that during their education a student may become disabled or his or her additional needs may first be identified or become more serious. Continuing communication between parents/carers and staff is key for ensuring that reasonable adjustments are made to facilitate the student's participation in school life.

Lifts, a hygiene room and accessible WCs have been included in the school infrastructure and any future developments will take account of access for the physically or sensorially impaired.

School will seek to adjust the timetable in such a way that, with additional support, physically disabled pupils/students will be able to access the curriculum.

### Health and Safety

The Health and Safety Committee hold regular meetings to discuss and review the Accessibility Plan. In addition, the Health and Safety seek advice and input from the Leadership Team, Co-ordinator of Special Educational Needs, and those professional advisors deemed appropriate. The Health and Safety Committee and staff believe that compliance with The Equality Act is consistent with the school's aims and equal opportunities policy, and the operation of the school's SEN policy. Furthermore, in performing their duties, Health and Safety Committee and staff will have regard to the Disability Rights Commission (DRC) Code of Practice (2002).

The Health and Safety Committee responsibilities are:

1. To review Eaglewood School's procedures and facilities to maximise accessibility to Eaglewood School by those with additional needs
2. To make recommendations to improve accessibility through amendments to the Accessibility Plan.

### **General Inclusion**

The requirements of any student with additional needs will be discussed and plans for the individual will be made. With differentiation in mind, any particular needs will be discussed, and consideration given to ensuring the success of the student and the rest of the class.

These adaptations may include:

- Adjustments to Eaglewood School Buildings and Grounds
- Adjustments to the premises with regards to this policy.
- Access to Education, Sport, Recreational Activities, Trips and Outdoor Pursuits

Individual programmes of support need to be prepared for individuals and reviewed on a regular basis. Eaglewood School will continue to collate up to date information on disability.

### **Access to the Curriculum**

Eaglewood School will make any reasonable adjustments to equipment, lesson and room timetables to ensure all students can access a suitable curriculum. Specialist advice will be sought if required.

### **Health and Safety**

Key members of staff may require specialist training such as manual handling from external providers.

Specialist staff such as Occupational Therapists may visit the site and individual pupils to create an accurate risk assessment and assist with the development of a fire egress plan.

### **Staff Training**

It is stipulated in the SEN Code of Practice, “All teachers are teachers of children with special educational needs. Fifteen percent of children are deemed likely to have a special educational need at some point in their career”. All teaching staff are expected to be developing the skills required to teach students with additional educational needs and this is supported by a programme of Inset training on learning, medical needs and effective social support strategies. Consideration will be given to suitable training for non-specialist teachers and support staff.

### **Staff recruitment**

Staff recruitment and decisions will be made on the basis on fair and objective criteria and will be free from unlawful and unfair discrimination on the basis of gender, colour, disability, sexual orientation, nationality, age, religious or political beliefs or other relevant distinction. Where new health needs are identified for existing staff every effort is made to support their safety, inclusion, and wellbeing in the workplace.

### **Physical Access and Access to Activities**

When booking an off-site facility Eaglewood will check the accessibility for all members of the school community including a review of escape procedures, door opening and closing mechanisms and highlighted other adaptations to accommodate the needs of disabled people. Risk assessments are prepared for all trips and visits and take account of the particular needs of disabled students. Any members of Eaglewood School with disabilities are supported to participate as fully as they can in all activities.

### Outside Service Providers

When educational sessions are run by outside parties, they will be made aware of any additional needs.

### Diet and Medication

Within the limits of our catering facilities, a number of options are available, and it is possible to accommodate the needs of those on special diets. Where this is not possible, students may bring in a packed lunch which may be eaten in designated eating areas with other students. The Home Cooking curriculum will also be considered carefully in light of student allergies.

### Supporting Students with Medical Needs

The Eaglewood School employ staff who will give medication to students in accordance with written guidance from parents, guardians or medical personnel. Medication can be refrigerated and stored securely. If anyone feels unwell, he or she can go to the medical room for assistance. Information on any medical condition should be provided to The Eaglewood School in writing as soon as possible so staff can be briefed and trained on any emergency procedures to be followed.

Please refer to Eaglewood School's Supporting Student's with Medical Needs Policy.

### Welfare

Eaglewood has a culture of inclusion. Our policies support this approach and our practices of counselling and pastoral care. If parents/carers believe that their child has been unfairly treated due to a disability by Eaglewood School, they may use the school's complaints procedure.



## Appendix 1

### Eaglewood School Accessibility Plan – 2021-2024 - Improving the Curriculum Access

This plan is structured in conjunction with the School’s Trips & Visits file, Annual Review Process and Individual Learning Plan Frameworks.

Target	Strategy	Outcome	Owner	Timeframe	Achievement
To extend our CPD programme to ensure staff are knowledgeable in terms of the needs of students with disabilities and	Students’ needs are clearly identified at key points in transition planning.  Guest speakers, school nurse, link professionals and internal CPD used help to develop expertise	All teachers fully meet the requirements of students needs with regard to accessing the curriculum. The PPP sets out guidance and strategies.	Head of Learning & Development	Ongoing.  Annually reviewed and updated as part of the Annual Review process and at key points of transition.	Increased confidence and expertise of staff  Increased access to an appropriate curriculum for all students

Target	Strategy	Outcome	Owner	Timeframe	Achievement
strategies to support them.	in the day to day classroom.				
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 Activity leaders consult SENCOs in initial planning stage.	All out-of-school activities will be conducted in an inclusive environment with providers to ensure that they comply with all current legislative requirements	Trip co-ordinator	Ongoing as part of the cycle of activity planning.  Annual review process for students with disabilities.	Increase in access to all school activities such as day trips, residential trips.  All students to be able to enjoy any out of school activity.
To ensure classrooms are optimally organised to promote the participation and	Ongoing dialogue with families and learner with advice from external professionals as required	Seating is planned and consistent with up to date advice  Written information is accessible in term of font, size and spacing.	Coordinated by SENCO	Ongoing. Part of Annual Review Process & PPP  Embedded into lesson	All students able to access every area of the curriculum facility.

Target	Strategy	Outcome	Owner	Timeframe	Achievement
independence of all students.		<p>Staff are aware of colour-blind students.</p> <p>Visually impaired students have their own textbook and are not required to share.</p> <p>Movement breaks are built into lessons for students with ADHD.</p> <p>Exit cards are respected and managed well.</p> <p>Approved fiddle objects are used appropriately in lessons.</p>		<p>observation cycles.</p> <p>Lesson Planning</p>	
Ensure that appropriate adjustments to equipment and facilities have been made to	Identify adjustments as part of SOW linked to PPPs of particular students.	All students can access the curriculum.	Coordinated by SENCOs	Ongoing. Ensure that at key transition points, students' needs are	All students are able to access every area of the curriculum and facility.

Target	Strategy	Outcome	Owner	Timeframe	Achievement
ensure student can experience the curriculum.	Ongoing dialogue with families and learner.			identified, and adjustments are made in good time	
To deploy Teaching Assistants effectively to support students' participation and achievement.	TA and teacher review support of students within each class through In Class Support Agreement. Classing plans are proactively reviewed to maximise TA impact.  Staff skills and expertise are matched to student needs.  TAs are used to support transition prior to	Students needs are appropriately met through effective deployment of skilled support staff.	SENCO	Ongoing through provision mapping and Teaching Assistant timetabling  Embedded into lesson observation cycles	All students are supported to achieve their full potential.

Target	Strategy	Outcome	Owner	Timeframe	Achievement
	student coming on role where appropriate.				
Access to wider curriculum	Enable wider curriculum by use of external workshops and courses.	Students engage in areas of strength beyond the core curriculum offer.	Head of Curriculum		Equality of opportunity for all
Training for Governors in Raising Awareness of Disability Issues.		Students needs are appropriately met through effective deployment of skilled support staff.	SENCO and Clerk to Governors		All staff and students are supported to achieve their full potential. Non-disabled students are made more socially aware of disabilities.
Incorporate 'Accessibility' as part of the Curriculum Health & Safety Audits	Health & Safety Audits in PE, Science and Art,	Have clear action points identified to take forward in revised Action Plan.	Health & Safety Lead		Ensure that all students can access and achieve to their potential.



## Appendix 2

### Eaglewood School Accessibility Plan – 2021-2024 - Improving the Physical Access

This plan considers the essential work necessary to ensure reasonable adjustments have been made to the fabric of the main buildings to accommodate accessibility issues. As far as possible, work has been undertaken on buildings to facilitate accessibility arrangements.

Improvement Target	Activity	Achievement
Incorporate <b>'accessibility'</b> as part of the whole school Health and Safety audits.	Work with governors to review the site at each inspection	Ensure that the school's Action Plan in relation to the outcomes of inspection has an Accessibility Focus – All H&S audits.
To be implemented if a student with mobility difficulties enrolls in the school. Personal Emergency Evacuation Plan (PEEP) in place	With the assistance of the Dorset Fire Advisor draw up a clear plan for the	Ensure that particular students' safety is paramount and well provided for.

Improvement Target	Activity	Achievement
where timetabling does not allow downstairs only access to lessons for a student.	evacuation requirements of particular students – this will entail: <ul style="list-style-type: none"> <li>• Producing a PEEP</li> <li>• Identifying refuge areas</li> <li>• Provision of training for specific Teaching Assistants</li> </ul>	All stakeholders able to enter and exit all areas of the site easily and safely.
Development wheelchair accessible area for needs of particular students.	Identification of a base for use for rest and lunchtimes.	
Curriculum Area audit for physical access	Audit of any ‘heavy’ doors that need to be automatic to help wheelchair users and others whose needs mean they require adjustment	Easier and more independent access to buildings.



### Appendix 3

#### Eaglewood School Accessibility Plan – 2021-2024 - Improving the Delivery of Written Information

Target	Strategy	Outcome	Timeframe	Achievement
Ensuring accessibility for students with visual impairment, literacy difficulties and physical adaptation needs	Plan ahead with Teaching Assistants to ensure that materials for lessons are adapted for lessons and examinations both internal and external.	Materials in lessons appropriately differentiated and available to all.  Students will be able to read whiteboards, displays	Ongoing	Worksheets will be appropriate in terms of font, size, reading age and good quality print.  Work will be uploaded to appropriate technologies enabling access to learning.

Target	Strategy	Outcome	Timeframe	Achievement
Availability of written material in alternative formats	The school will make itself aware of the services available through <b>local authority</b> for converting written information into alternative formats such as braille	The school will be able to provide written information in different formats when required for individual purposes such as use of symbols, communicate in print or through augmented communication technology, contrasting colours.  Papers for examination can be ordered in line with JCQ regulations.	Ongoing	Delivery of information to disabled students and parents/carers improved.
Make available school brochures, school newsletters and other information for	Review all current school publications and promote the availability in different formats for those that require it.	All information available for all through hard copy and website.	Ongoing	Delivery of school information to parents/carers and the local community improved.

Target	Strategy	Outcome	Timeframe	Achievement
parents/carers in alternative formats.				
Review documentation with a view of ensuring accessibility for students with visual impairment.	Get advice from HVSS on alternative formats and use IT software to produce customized materials as needed.	All information available for all	Ongoing	Delivery of school information to students and parents/carers with visual difficulties improved.