

Manor Hall Academy



ACCESSIBILITY POLICY & PLAN

CICELY HAUGHTON SCHOOL

Building Relationships

Celebrating Success

Promoting Change

CICELY HAUGHTON SCHOOL

ACCESSIBILITY POLICY AND PLAN

This Accessibility Policy and Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

1. We are 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. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
2. Cicely Haughton School plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the school.
3. An Accessibility Plan will be drawn up to cover a three-year period. The plan will be updated annually.
4. 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, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.
5. The Action Plan for physical accessibility relates to the Access Audit of the School, which is undertaken regularly. It may not be feasible to undertake some of the works during the life of this first 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 first three-year plan period in order to inform the development of the new Plan for the following period.

6. As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The terms of reference for all governors' committees will contain an item on "having regard to matters relating to Access".
7. The School website will make reference to this Accessibility Plan.
8. The School's complaints procedure covers the Accessibility Plan.
9. Information about our Accessibility Plan will be published in the Governors' Annual Report to Parents (statutory).
9. The Plan will be monitored through the Staffing, Finance and Premises Committees.
10. We acknowledge that there is a need for on-going awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.

CICELY HAUGHTON SCHOOL ACCESSIBILITY PLAN 2023–2026

Desired Outcome	Actions	Responsibility	Time Frame	Success Criteria
Development of Nurture indoor spaces	Area for students to access enhanced Nurture in school and residence	Headteacher, Teacher (TLR)	Sept 2020 - Aug 2023	Installation of facilities Pupil feedback Boxall Profiles
Improve condition of the Cottage for improved usage	Improve heating system- replace boiler Improve decoration - carpets/walls and fixtures/fittings	Site Manager	Sept 2023 - Aug 2025	Revitalised area which has increased usage for Transition and meetings
Develop Courtyard area to improve classroom space and add additional numbers to school PAN	Establish criteria for CIF bid Liaise with LA Use E3 to submit bid Action contractors of successful bid	Headteacher, MHAT CBDO	Sept 2023 - Aug 2026	Classroom environment developed and used to support increase in NOR/ PAN
Improve school drive access	Identify drive ownership Liaise with owners if shared responsibility Have necessary remedial work completed or signpost those responsible	Headteacher, Site Manager	Sept 2023 - Aug 2026	Road surface improved for all
Car parking surface condition to be improved	Ongoing investigations about certain portions of the drive/ car parking are being undertaken. The explorations are being linked to possible subsidence within the laundry area of the site which has been declared safe but needs further assessment and potential underpinning.	Headteacher, Site Manager	Sept 2023-Aug 2026	Road surface/ car parking area better surfaced and improved for all
Continue to utilise electronic communication to parents via new technologies eg Dojo and the potential of sgaring behaviour data too.	Receive parental feedback of preferred communication Enable parents to access Dojo and Teams Enable parents to access sites such as Purple Mash to support Home Learning	Curriculum Lead, class staff, IT Lead	Sept 2023-Aug 2026	Stakeholder feedback is positive and inclusive supporting improved collaborative working

Increase in the number of devices able to utilized in school.	Improvements to the amount of devices accessible to the children are underway.	Curriculum Lead, class staff, IT Lead- Staffs tech + complete ICT audit	Sept 2023-Aug 2026	Increased opportunities for access to remote learning and interactive teaching.
Mental health promotion for students, families and staff	Mental health re-audit. Signposting. Links to agencies. Mental health action plan led by Mental Health Lead	Mental Health Lead Curriculum Lead	Sept 2023-Aug 2026	Parents communicate that they have accessed support around mental health concerns - relevant referrals.
Raising the profile of mental health and providing more wellbeing opportunities.	Increase in number of staff trained to be mental health first aiders. Training for emotion coaching to be completed by SLT/HLTA	Mental Health Lead, Curriculum Lead, MLT, SLT.	Sept 2023-Aug 2024	Increased Awareness amongst staff group, more supportive and therapeutic environment for children with SEMH needs.