



## St Merryn School

# Disability/Accessibility Plan

1. This Accessibility Plan has been drawn up in consultation with stakeholders and covers the period from July 16 – July 18.
2. We are committed to providing a fully 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.
3. St Merryn School plans, over time, to increase the accessibility of provision for all pupils, staff and visitors to the school. The Accessibility Plan will contain relevant actions to:
  - Improve access to the **physical environment** of the school, adding specialist facilities as necessary. This covers improvements to the physical environment of the school and physical aids to access education.
  - Increase access to the **curriculum** for pupils with a disability, expanding 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 the delivery of **written information** to pupils, staff, parents and visitors with disabilities, including handouts, 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. Attached are Action Plans, relating to these key aspects of accessibility. These plans will be reviewed and adjusted on an annual basis. New plans will be drawn up every three years.
6. We acknowledge that there is a need for ongoing awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.
7. The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:
  - Health & Safety (including off-site safety)
  - Single Equality Scheme
  - School Improvement Plan
  - Building & Grounds Management Plan
  - School Prospectus and Mission Statement
8. The Action Plan for physical accessibility relates to the Access Audit of the School, which is undertaken regularly by the Local Authority. 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.

9. 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".
10. The School Prospectus will make reference to this Accessibility Plan.
11. The School's complaints procedure covers the Accessibility Plan.
12. The Plan will be monitored through the Achievement and Standards and the Finance and Premises Committees of the Governors.
13. The school will work in partnership with the local authority in developing and implementing this plan.

Date reviewed with staff: July 16  
Date reviewed with governors: July 16  
Review date: July 18



## St Merryn School Accessibility Plan 2016-2018

### Improving the Physical Access at St Merryn School

Recommendations made from access audit:

Access Plan	Item	Activity	Timescale	Cost £
1	Accessible car parking	Bays are signed for disabled only, school to ensure that only blue/orange badge holders use these spaces	Jan 2017 or sooner if required	Quotes to be obtained
2	Provision of induction loops	School Hall	Jan 2018 or sooner if required	Quotes to be obtained
3	Light switches, power outlets and emergency alarm buttons	To be moved to wheelchair height, as money allows. To ensure that future building projects adhere to regulations above	Jan 2018 or sooner if required	Quotes to be obtained
4	External access to classrooms	Install a tarmac ramp up to each classroom door	Sep 16	



## St Merryn School Accessibility Plan 2011-2013

### Improving the Curriculum Access at St Merryn School

<u>Target</u>	<u>Strategy</u>	<u>Outcome</u>	<u>Timeframe</u>	<u>Achievement</u>
Training for teachers on differentiating the curriculum	Review the specific needs for pupils living with a disability, in terms of basic daily living skills, relationships and future aspirations.	Teachers are aware of the relevant issues and can ensure that this group has equality of access to life-preparation learning. The use of other professional partners has been made available.	From Sept 2016 ongoing	Teachers working with relevant services to ensure inclusion to the curriculum
All out-of-school activities are planned to ensure the participation of the whole range of pupils	Review all out-of-school provision to ensure compliance with legislation	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements	In place	Increase in access to all school activities for all disabled pupils
Secure funding to support SEND pupils at all out-of-school activities	Work to secure funding for 1:1 support at all clubs	All pupils with SEND are fully supported at out-of-school clubs	Jan 17	Increased parent confidence in their children accessing clubs with full support
Classrooms are optimally organised to promote the participation and independence of all pupils	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases	Lessons start on time without the need to make adjustments to accommodate the needs of individual pupils	On-going from Sep 16	Increase in access to the National Curriculum



## St Merryn School Accessibility Plan 2016-2018

### Improving the Delivery of Written Information at St Merryn School

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
Availability of written material in alternative formats	The school will make itself aware of the services available through the LA for converting written information into alternative formats.	The school will be able to provide written information in different formats when required for individual purposes	Jan 2017 or sooner if required	Delivery of information to disabled pupils and parent/carers improved
Make available school brochures, school newsletters and other information for parents in alternative formats	Review all current school publications and promote the availability in different formats for those that require it	All school information available for all	Jan 2017 or sooner if required	Delivery of school information to parents and the local community improved
Review documentation with a view of ensuring accessibility for pupils with visual impairment	Get advice from Vision Support Service on alternative formats and use of IT software to produce customised materials.	All school information available for all	Jan 2017 or sooner if required	Delivery of school information to pupils & parents with visual difficulties improved.
Make available information for parents in alternative formats.	Highlight the need for effective communication	Awareness of target group raised	Jan 2017 or sooner if required	School is more effective in meeting the needs of pupils, governors, parents and staff, using text message service

Aspect of Disability Duty	Action	Responsibility	Monitored by	Target date of achievement	Cost
<b>The Curriculum</b> To ensure that the needs of individual disabled children are met through the delivery of the programmes of study and academic support To ensure that some part of the curriculum raises disability issues	To review schemes of work annually To review IEPs termly and statements annually with the support of relevant specialist services	Subject leaders, Class teachers	SENco	On-going	Nil
	Disability issues to be explored through assemblies, visits, visitors and PSHE. Celebrate and highlight key events such as the Paralympics	All staff	SENco	On-going	Nil
<b>Teaching and Learning</b> To ensure that there are sufficient designated members of staff with appropriate skills and experience to provide specialist advice and support for staff and children	Training to be given to all staff where appropriate Teachers and support staff to meet on a regular basis to ensure a full understanding of provision, differentiation and support.	All staff	Head	On-going	Nil
<b>Behaviour and Exclusion</b> To ensure that consideration is give to disabled pupils regarding school behaviour policy	The school's behaviour policy makes reasonable adjustments for disabled pupils. Any exclusion procedures will make direct reference to how pupils have been supported prior to an exclusion taking place.	SENco	Head	On-going	Nil
<b>Participation and Engagement</b> To ensure that disabled pupils are represented and encouraged to participate in all areas of school life	All pupils participate in class assemblies, plays, events, and on the school council. All pupils are guaranteed access to lunchtime and after school clubs and visits. A full risk assessment and analysis of need will be made with direct reference to disability equality.	All staff	PE coordinator	On-going	Nil
<b>Harassment and bullying</b> To eliminate discrimination and harassment that is	Monitor incidents of harassment and bullying. Encourage children to report the incidents. If a number of incidents have occurred, use circle time or	All staff	Head	On-going	Nil

unlawful under the DDA	collective worship to investigate and address the issue with all children.				
<b>Medical and Personal care needs</b> To ensure that pupils medical and personal needs are met	Parents/carers to complete school medication form. Catering staff will be made aware of specific food allergies.	All staff	Head	On-going	Nil
<b>Data collection and monitoring</b> To monitor achievement of disabled pupils	All class teachers to complete Monitoring of Achievement pupil tracking sheets termly Termly analysis of data gathered	Class teachers	Head & SENCo	On-going	Nil
<b>Governing body</b> To ensure that governors take appropriate consideration of disability equality	Governors will ensure that the procedures for candidates to stand for election, and for parents/carers to vote for candidates are accessible to disabled people. Governors to consider and review disability and equality issues at least once a year. Identify specific funding for disability issues when the school budget is set. In selecting staff to work at the school ensure equitable consideration of all candidates Allow disabled staff additional time off work for treatment of their condition without penalising them.	Governors	Head	On-going	Nil
<b>Removing Barriers</b> To ensure equality of access to all facilities and buildings	The school is not currently fully accessible to disabled people in every area, access for all will need to be considered in any future building works. To update the school's Single Equality Scheme.  Require contractors to give a commitment towards disability equality through the initial tendering process and subsequent work	H&S committee	Head	Autumn Term	Nil
To ensure equality of access to all information related to disability	All existing policies, procedures and practices make a clear reference to confidentiality/duty of care and are amended to keep up with changing legislation	SENco	Head	On-going	Nil

<b>Impact Assessment</b> To identify the impact of actions taken in relation to the Disability, Equality Duty	Impact will be measure through discussion and evaluation against the action plan. If any adverse impacts are identified during the monitoring process the action plan will need to be revised.	SLT	Head	On-going	Nil
	Annual report to governors will outline the progress and effectiveness of the disability equality plan. This will be used to inform future practice.	SENco	Governors	Annually	Nil