



The Linden Centre

Accessibility Plan

Signed by:		
	Headteacher	Date:
	Chair of Management Committee	Date

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Contents:

Aims of the Accessibility Plan

1. The accessibility audit
2. Planning duty 1: Curriculum
3. Planning duty 2: Physical environment
4. Planning duty 3: Information

Aims of the Accessibility Plan

This plan outlines how **The Linden Centre** aims to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

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

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account pupils' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Management Committee also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Pupils' parents.
- The headteacher and other relevant members of staff.
- Management Committee Members.
- External partners.

This plan is reviewed **every three years** to take into account the changing needs of the school and its pupils. The plan is also reviewed where the school has undergone a refurbishment.

The Accessibility Audit

- 1.1. The Management Committee will undertake an **annual** Accessibility Audit.
- 1.2. The audit will cover the following three areas:

- **Access to the curriculum** – the Management Committee will assess the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers.
 - **Access to the physical environment** – the Management Committee will assess the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers.
 - **Access to information** – the Management Committee will assess the extent to which pupils with disabilities can access information on an equal basis with their peers.
- 1.3. When conducting the audit, the Management Committee will consider all kinds of disabilities and impairments, including, but not limited to, the following:
- **Ambulatory disabilities** – this includes pupils who use a wheelchair or mobility aid
 - **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
 - **Visual disabilities** – this includes those with visual impairments and sensitivities
 - **Auditory disabilities** – this includes those with hearing impairments and sensitivities
 - **Comprehension** – this includes hidden disabilities, such as autism and dyslexia
- 1.4. The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.
- 1.5. All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents.
- 1.6. The actions that will be undertaken are detailed in the following sections of this document.

Planning duty 1: Curriculum

Issue	What	Who	When	Outcome	Review
Training for staff on increasing access to the curriculum for all pupils	Audit of the curriculum Training from Specialist Services and Support teams Access to courses, CPD Online resources for CPD shared with staff Ongoing guidance from specialists e.g. CAMHS, physiotherapists, OT	SLT / SENDCo/ Specialist Services	In place and ongoing	Increased access to the curriculum Needs of all learners met Maintain records of staff trained	Autumn 2023
Effective use of resources & specialised equipment to increase access to the curriculum for all pupil	Strategic deployment of support staff, Use of ICT, eg: Clicker & voice activated text Purchase and allocate other resources as needed, eg: sloping boards for writing, wobble cushions, reading rulers, coloured exercise books / overlays, pencil grips, adapted pens, chew/fiddle toys, Mantra Lingua resources for pupils with EAL. Ensure specialist equipment is checked daily and seek advice if needed	Headteacher, SENDCo	In place and ongoing	Positive impact on pupil progress Barriers to learning are removed by use of ICT and other specialist equipment	Autumn 2023

Adaptations to the curriculum to meet the needs of individual learners	Use of access arrangements for assessment/National tests Timetable adaptations Alternative Provision	SLT, SENDCo	In place and ongoing	Needs of all learners met enabling positive outcomes	Autumn 2023
To establish and maintain close liaison with outside agencies for pupils with additional needs	Time allowed for SENDCo and other staff to attend network opportunities and meetings relevant to the pupils they are teaching.	Headteacher, SLT, SENDCo	In place and ongoing	All relevant staff have been able to attend relevant networking meetings for their role Teaching staff are able to attend meetings for the pupils they are teaching such as EHCP/ EHA /OT to enable them to better meet the pupils needs	Autumn 2023
To further extend the remote learning offer with full curriculum access	Develop further paper based workpacks as required. To extend further the support for home learning including: - Student emails and accounts to log in externally - Further widening of materials - To liaise over resources to support EHCP outcomes.	SLT, Teaching staff, HLTAs and TAs alongside ICT Team	In place and ongoing development	For all students to continue to have access to a broad curriculum and support for learning in the event they are unable to access the school site.	Autumn 2023

Planning duty 2: Physical environment

Issue	What	Who	When	Outcome	Review
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Access points to all of the school buildings are accessible	If required, use of temporary ramping at Primary AI due to step at front entrance.	Headteacher	Ongoing	All buildings of the school are accessible to all.	Autumn 2023
Maintain safe access around the exterior and interior of the school buildings	Awareness of flooring, furniture and layout in planning for disabled pupil Ensure that pathways are kept clear of vegetation and other trip hazards	Caretaker, HeadTeacher, Centre Leads	Ongoing	People with disabilities can move unhindered along exterior pathways People with disabilities can move safely around the school	Autumn 2023
Regular review of needs for current pupils	Reviews of EHCP and Specialist advice Risk assessments in place	SLT, SENCO	Ongoing	All current pupils are able to access areas required for learning	Autumn 2023

Planning duty 3: Information

Issue	What	Who	When	Outcome	Review
Ensure effective communication throughout the school day	Use of onsite walkie talkies for all staff CPOMS in place and all communication with families logged Development and updating of school website regularly	Headteacher, SLT,	In place and ongoing	Ensuring access to information for all learners, parents, Management Committee members and other users of the school	Autumn 2023

	School newsletter issued regularly via email and school website				
Written information is not accessible to pupils with visual impairments	Provide written information in alternative formats / on different coloured papers Incorporate appropriate colour schemes when refurbishing and install window blinds	Teachers, TAs, SENCO	In place and ongoing	Written information is fully accessible to children with visual impairments	Autumn 2023
Make available school brochures, school newsletters and other information for parents in alternative formats when specifically requested	Review all current school publications and promote the availability in different formats when specifically requested	Admin Team	As requested	Delivery of school information to parents and the local community improved	Autumn 2023