

# Maple Medical PRU

## Accessibility Plan

### **Signed by**

Head teacher.....

Chair of Management Committee.....

Date of Plan – June 2023

Date of Review – June 2024

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## Statement of intent

This plan outlines how Maple Medical PRU 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 Equality 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/carers and pupils. In the preparation of an accessibility strategy, the LA will 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/carers.
- The headteacher and other relevant members of staff.
- Management Committee members.
- External partners.

## **1. Legal framework**

This plan has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 1996
- Children and Families Act 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- DfE (2014) 'The Equality Act 2010 and schools'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'

This plan operates in conjunction with the following school policies:

- Equal opportunities policy
- Early Years Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Inclusion policy
- Admissions Policy
- Behaviour Policy
- Managing Medical Conditions Policy
- Medication Policy
- Health and Safety Policy
- GDPR Policy

## **2. Roles and responsibilities**

The Management Committee will be responsible for:

- Ensuring that all accessibility planning adheres to and reflects the principles outlined in this plan.
- Approving this plan before it is implemented.
- Monitoring this plan.

The headteacher will be responsible for:

- Ensuring that staff members are aware of pupils' disabilities and medical conditions.
- Establishing whether a new pupil has any disabilities or medical conditions which the school should be aware of.
- Consulting with relevant and reputable experts if challenging situations regarding pupils' disabilities arise.
- Working closely with the Management Committee, LA and external agencies to effectively create and implement the school's Accessibility Plan.

The SENCO will be responsible for:

- Working closely with the headteacher and Management Committee to ensure that pupils with SEND are appropriately supported.
- Ensuring they have oversight of the needs of pupils with SEND attending the school, and advising the headteacher in relation to those needs as appropriate.

Staff members will be responsible for:

- Acting in accordance with this plan at all times.
- Supporting disabled pupils to access their environment and their education wherever necessary, e.g. by making reasonable adjustments to their practice.
- Ensuring that their actions do not discriminate against any pupil as a result of their disability.

### 3. The Accessibility Audit

The Management Committee will undertake an Accessibility Audit every two years. 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.

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

The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account pupils' disabilities and the preferences of their parents/carers. 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
Short term	The curriculum may not be accessible to all pupils	Audit of the curriculum	Head teacher, teachers, SENCO	July 2023	Management and teaching staff are aware of the accessibility gaps in the curriculum	Summer 2024
	Staff members do not have the skills to support pupils with SEND	Training for teachers on differentiating the curriculum Specific training for support staff on pertinent conditions such as epilepsy, diabetes, manual handling ASD training for all staff	Head teacher, external advisors, SENCO	July 2024	Staff members have the skills to support pupils with SEND	July 2024
Medium term	School trips do not always take into account pupils with SEND	Needs of pupils with SEND are incorporated into the planning process	Teachers, SENCO	July 2025	Planning of school trips takes into account pupils with SEND	July 2026

<b>Long term</b>	Pupils with SEND cannot access all areas of the outside learning environment	Provide alternatives	Head teacher, ICT manager, SENCO	Autumn 2025	Pupils with SEND can access all lessons	Autumn 2026
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## Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome	Review
<b>Short term</b>	Management does not know if the school's physical environment is accessible	Audit of physical environment	Building surveyors, SENCo and site manager	July 2023	School is aware of accessibility barriers to its physical environment and will make a plan to address them	July 2024
	Learning environment of pupils with visual impairments is not accessible	Mind mapping for the outside environment	1-1 support	July 2024	Learning environment is accessible to pupils with visual impairments	July 2025
	Taxi journeys can be lengthy for people with ambulatory disabilities	Review length of journey	SLT	July 2024	No journey will be longer than 45 minutes	July 2025



Medium term	Not all ramps are clearly marked	Ensure ramps are easily identified	Site manager	July 24	Ramps are visible	July 2025
	Toilets are not accessible	Ensure a hoist is fitted in the disabled toilet Ensure there is a visual fire warning in the toilets Ensure the pull cord is reachable The sink is not adjustable and needs replacing	Deputy Head/ site manager	July 2024	Access to toilets is increased	July 2025
	Mulberry do not have any adjustable desks	Purchase one as the child in the wheelchair gets bigger or if any new wheelchair bound pupils join Mulberry	Business manager, Head	July 2025	Mulberry is accessible to wheelchair users	July 2026
	Toilet fittings are not very distinguishable as the walls are cream and the fittings are white	Ensure the fittings are more visible by contrasting the paint	Site manager	July 2025	Fittings in toilets are more visible	July 2026

<b>Long term</b>	Children with physical disabilities cannot access school outdoor area	Construction work undertaken for ramps and paths	SBM/building contractors/ site manager	July 2025	School outside learning environments are fully accessible	July 2026
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### Planning duty 3: Information

	Issue	What	Who	When	Outcome	Review
<b>Short term</b>	Management staff do not know whether school information is accessible	Audit of information and delivery procedures	SENCO, ICT manager	July 2024	School is aware of accessibility gaps to its information delivery procedures	July 2025
	School does not know how to make written information accessible	Schools seeks advice from external advisors	SENCO	July 2024	School is aware of local services for converting written information into alternative formats	July 2025
	Signage is not always visible to wheelchair users as it is high up, particularly fire signage	Ensure important information is visible to all	TAs	July 2024	Signage is visible to all	July 2025

Medium term	Written information is not accessible to pupils with visual impairments	Provide written information in alternative formats Incorporate appropriate colour schemes when refurbishing and install window blinds Use braille signage	SENCO, ICT manager	Spring 2025	Written information is fully accessible to children and visitors with visual impairments	Summer 2026
	School website is not accessible to children with SEND	Audit of website	ICT manager	Summer 2025	Website is fully accessible	Autumn 2027
	Hearing impaired may not get all the information required	Introduce induction loops around the building	Business manager	Summer 2026	Hearing impaired will receive information more easily	Summer 2027

## Monitoring and review

This plan will be reviewed on an annual basis by the Management Committee and Head teacher. The next scheduled review date for this plan is Summer 2024 Any changes to this plan will be communicated to all staff members and relevant stakeholders.