



# KING JAMES I ACADEMY

## Accessibility Policy

Date adopted by Governors: September 2018

Date of Next Review: September 2021

## **Accessibility Policy**

### **1. Introduction and aims**

- 1.1 We at King James I Academy believe in providing every opportunity to develop pupils', young people and adults' full potential. All our pupils, staff and visitors should feel valued, cared for, listened to and encouraged to challenge themselves to be the best they can. It is our aim to reduce and eliminate barriers to the curriculum, fuller aspects of Academy life and the Academy environment for pupils and prospective pupils, staff, parents and visitors with a disability.
- 1.2 In this scheme we will outline how we can promote disability equality for all disabled pupils, staff, parents, governors and visitors to our Academy. We also have a duty to publish our Disability Equality Scheme and Accessibility Action Plan which explains how we are doing this now, and what we plan to do over the next three years.

### **2. Background**

- 2.1 The Special Educational Needs and Disability Act (SENDA) 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. This plan sets out the proposals of the Governing Body of King James I Academy to ensure our practices and policies comply with these acts and increase access to education for disabled pupils. It is our duty to make sure that:
- We do not treat disabled pupils less favourably for a reason related to their disability;
  - We will make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
  - We will plan to increase access to education for disabled pupils.
  - We do not discriminate against anyone as explained in the DDA, 1995
  - We do not allow any form of harassment of people with a disability
  - We will promote positive attitudes towards anyone living with a disability
  - We will remove barriers which may discourage disabled people from playing a full part in the life of our Academy
  - We will encourage full participation by everyone in our Academy activities
- 2.2 Our accessibility action plan is resourced, implemented, reviewed and revised annually.

### **3. Definitions of disability**

- 3.1 A person has a disability if he/she has a physical or mental impairment that is:
- Substantial
  - Long-term and
  - Has an adverse effect on his/her ability to carry out normal every day activities

### **4. Principles**

- Compliance with the above-mentioned legislation is consistent with the Academy's aims, Equal Opportunities Policy and the operation of the Academy's Special Educational Needs (SEN) Policy

- As an admissions authority our admissions policy applies which does not discriminate against a disabled child
- We recognise that it is unlawful to discriminate against a disabled pupil by excluding him or her from the Academy for a reason related to the pupil's impairment
- When recruiting staff disabled people will not be discriminated against
- We recognise and value parents' and carers' knowledge of their child's disability and seek partnership and consultation.
- We provide all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils. Our curriculum endorses the key principles in the National Curriculum 2000, underpinning the development of a more inclusive curriculum:
  - setting suitable learning challenges
  - responding to pupils' diverse learning needs
  - overcoming potential barriers to learning and assessment for individuals and groups of pupils
  - by ensuring that all staff are aware of the procedures for identifying and monitoring teaching and supporting pupils young people and adults with disabilities

## **5. Purpose and direction of the Academy's plan**

- 5.1 King James I Academy's Disability Equality Scheme (DES) and Accessibility Action Plan (AAP) aim to demonstrate how we intend to meet our duty to promote disability equality for disabled pupils, staff, parents and visitors.

## **6. Information from pupil data and Academy audit**

- 6.1 Information about the needs of disabled people will be gathered through:

- Pupil admission information
- Parental questionnaire
- SIMS data
- SEN reviews/statements
- Recruitment process
- Discussion with relevant medical professionals and other outside support agencies

- 6.2 Achievements of disabled people will be gathered through:

- Data analysis (progress made and value added scores)
- Records of achievement
- Celebration assemblies, certificates, letters home, etc.

- 6.3 Information is gathered as part of the Academy's self-evaluation process and Assessment for Learning Strategies and is used to inform future plans and schemes.

## **7. Views of those consulted during the development of the plan**

- 7.1 To ensure King James I Academy is a welcoming environment for everybody, we believe it is important to consult all stakeholders. Where adjustments need to be made, we have consulted those who have an understanding of different disabilities and the barriers they present. Those consulted in the development of our DES and AAP include:

- Pupils with and without a disability

- Parents of pupils who have a disability
- Staff
- Governors
- Members of our community with relevant experience
- Local Special Academy's and Outreach Teams

7.2 Our consultation included questions about barriers to learning and full involvement in Academy life. We discussed:

- Movement around the building and grounds easily and confidently
- Having equal opportunity to access lessons and other activities
- How we could improve communication between home and the Academy
- How we could raise awareness of the scheme and the issues addressed so that all members of the Academy community could be more proactive in including disabled people in every aspect of Academy life

## **8. The main priorities in the Academy's plan**

- Increasing the extent to which disabled pupils, young people and adults can participate in the Academy curriculum
- Improving the physical environment of the Academy to increase the extent to which disabled pupils, young people and adults can take advantage of education and wider life of the Academy including trips and clubs
- Improve the accessibility of written information to disabled pupils, young people and adults

## **9. Making it happen - Audit, management, implementation and monitoring**

9.1 Audit of provision, September 2018:

- Children are taught using a variety of teaching and learning methods, ensuring accessibility to the curriculum for all
- Children have individual learning targets, closely monitored and regularly reviewed
- All staff are trained in Assessment for Learning and this continues to be developed and updated
- Analysis of value-added figures allows us to measure the impact of intervention and support strategies for all children
- Teaching assistants are well trained and work in collaboration with the teaching staff to ensure appropriate support is offered to children with disabilities
- SEN register is kept up to date
- Appropriate and specific intervention programmes for pupils with SEN
- Individual Education Plans (IEPs) and reviews in place
- Advice is sought from SEN Support Service (SENS) Advisory Teacher, Educational Psychologist and other appropriate outside agencies to provide staff with information about making 'reasonable adjustments'

## **10. Making reasonable adjustments**

10.1 We aim to remove any barriers that we find are making life more difficult for people with disabilities. These barriers may be lessened by making 'reasonable adjustments' to:

- The building and grounds:

- Structured and supportive out of class activities
  - Ensuring all adjustments to current buildings are DDA compliant
  - Denote hazards for the visually impaired
  - Flexibility of seating arrangements to suit need
  - Staff support to assist with the movement of students
- Learning and teaching:
    - We will review and monitor to ensure disabled pupils make progress in line with their abilities, we will then evaluate and adapt our practice accordingly
    - Academic progress is monitored and 'value added' and achievement considered
    - Additional support (small group or 1:1) will be provided where possible
    - Individual targets and IEPs ensure aptness of teaching and learning strategies
    - Targets will be monitored regularly
    - Targets and progress towards them will be reported to parents regularly
    - Using RAISE ONLINE, Assessment Manager and monitoring by senior staff, we are able to track and analyse the achievement of all our pupils
    - Review of policies in the Academy is ongoing, including updates to the Anti-bullying and PSHE & Citizenship policies
    - We are working towards becoming a 'Healthy School'
    - The Academy website will be reviewed and pages with information about links to disability will be built
- Communication methods:
    - Use of interactive whiteboards
    - Use of ICT resources by pupils
    - Visual timetables for some pupils
    - Vision magazine to Parents
    - Diary and news pages on the Academy website
    - Informal discussions with parents
    - Telephone messages and conversations with parents
    - Formal discussions with parents as part of the Parents Forum
    - Most information is available electronically and can be converted to other appropriate formats
    - Governor meetings and attendance at parents/other events
- The effectiveness of these adjustments will be monitored regularly and the opinions of our 'working party' and disabled stakeholders canvassed. Feedback will come from:
    - Pupil interviews
    - Academy Council
    - Parental questionnaires
    - Staff opinions (teaching and non-teaching)
    - Governors
    - Other visitors and users of the Academy
    - Outside Agencies

## **11. Monitoring and Impact Assessments**

11.1 The Governing Body will review the Action Plan every three years. We will measure the impact of any changes or initiatives on the quality of the Academy life in its widest sense for those pupils on our SEN register.

11.2 This will be done through the following initiatives designed to increase awareness of, and positive attitudes towards, disability:

- Pupils interviews
- Increasing staff awareness
- Parental questionnaires
- Analysis of assessment data

11.3 The action plan will be evaluated and updated annually. Formal review of the scheme will take place after three years.

- The impact of all Academy policies and practices on disability equality will be assessed at the time of review with the Governing Body and a review group which will include pupils with a disability
- The Academy will report on the scheme annually
- The scheme will be reviewed and revised as necessary (and on a three-year cycle)

## **12. Getting hold of the Academy's plan**

- The scheme will be available on the Academy website and hard copies produced on request at the Academy's Main office.