



IKB Academy Accessibility Plan

For review by the Principal, bi-annually

Approved by SLT

Date of last review: March 2020

Date of next review: March 2022

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Academy Access Plan 2020/22: How we intend to improve access progressively over time.

School's Commitment to disability equality

The Equality Act 2010 identifies 'discrimination arising from a disability' and this means that a disabled person has been treated less favourably because of something connected with their disability. Through making 'reasonable adjustments' we aim to ensure that a disabled individual has the same access to everything that is involved in school life as a non-disabled individual, as far as is reasonable. Our Accessibility Plan outlines how we intend to make reasonable adjustments to improve access to the curriculum, information and the physical environment.

Access to the physical environment

Action	Strategy	Timescale	Responsibility	Success criteria
For any new building work - plan for access requirements	All contractors to work to South Glos. Council Environment Access Standards	On going	Academy Business Manager / Contractor	All works supported by school surveyor and in-line with regulations in the Equality Act 2010
Investigate quality and appropriateness of disabled facilities	Continued liaison with outside agencies to ensure disabled facilities fit current needs.	On going	Academy Business Manager / SENCo	On-going use of facilities, any reasonable adjustments considered and implemented.
School is aware of the access needs of parents/carers including EAL	All new starter forms to include information regarding access needs eg the need for large print in correspondence or in other languages. Audit accessibility for parents / carers for day to day routines and for one-off events.	Sept 20 for new starters On-going	Office Staff / SENCo Academy Business Manager / Office Staff / Event Co-ordinator	On-going dialogue between parents and carers Appropriate support in place.
To make the school more accessible for the visually impaired	Review signs with symbols, review size of type on visuals in reception area through H&S audits	On-going	Health & Safety Team / Site Team / Reprographics	On-going dialogue between parents and carers. Appropriate adjustments made as found.
To make the school more accessible for EAL parents.	Review signs with symbols, welcome sign in different languages and formats.	On-going	Inclusion Lead	On-going dialogue with parents and carers. Signs in place.

Access to the curriculum

Action	Strategy	Timescale	Responsibility	Success Criteria
School visits and work placements accessible to all children	Audit of visits and work placements in terms of accessibility Staff to check with SENCo as part of the trip/work placement checklist. Individual Risk Assessments completed as required.	On-going	Trip Lead Teacher / SLT Trip Lead Teacher / SENCo / Key Worker / Tutor	All risk assessments completed. Reasonable adjustments made to ensure access to work placement and visits. Parents involved in individual risk assessments.
Ensure PE activities are accessible by all, include activities that do not need physical strength	Liaise with outside agencies for any students requiring adaptations.	Ongoing	PE Team Leader / Academy Business Manager / SLT	PE curriculum adapted to meet needs of all children. Appropriate individualised resources available.
Review SEND list three times a year to ensure needs are covered.	Audit SEND list and Thrive children, review strategies that are in place and revise as appropriate.	On-going	SENCo / Key Workers / Tutors / Head of Houses	All SEND children make progress.

Access to information

Action	Strategy	Timescale	Responsibility	Success Criteria
Develop use of visuals around school.	Ensure students use a visual timetable where required Staff photos in vestibule area		SENCo / All Staff / Reprographics	Visuals used by all stakeholders
Improve accessibility of information in reception area.	Review signs with symbols, welcome sign in different languages and formats.		Academy Business Manager / Admin Staff	Magazine racks with appropriate and up-to-date information. Signs in place.