

# THE HARMONY TRUST

## Richmond Academy



### Richmond Academy- Accessibility Plan January 2022- December2024

Richmond Academy has high ambitions for all its pupils and expects them to participate and achieve in every aspect of school life. Our commitment to equal opportunities is an important aspect of our overall commitment to being an inclusive school. This plan identifies how the school meets the needs of disabled pupils in response to the Special Educational Needs and Disabilities Code of Practice 2014: 0 to 25 years. It also ensures we are compliant with the Equality Act (2010) and building regulations 2015 (part M). This will be reviewed every three years.

#### **Definitions of SEND**

*'A child or young person has SEN if they have a learning difficulty or disability which calls for special educational provision to be made for him or her.*

*A child of compulsory school age or a young person has a learning difficulty or a disability if he or she:*

- *has significantly greater difficulty in learning than the majority of others of the same age or*
- *has a disability which prevents or hinders him or her making use of facilities of a kind generally provided for others of the same age in mainstream schools or colleges.'*

**(SEND code of Practice 2014)**

*'Many children and young people who have SEN may have a disability under the Equality Act 2010- that is'... 'a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities'.*

The definition provides a relatively low threshold and includes more children than many realise: 'long term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. This definition includes sensory impairments such as those affecting sight and hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer. Children and young people with such conditions do not necessarily have SEN, but there is a significant overlap between disabled children and young people and those with SEN. Where a disabled child or young person requires special educational provision they will also be covered by the SEND definition.' (SEND code of Practice 2014)

#### **The Equality Act 2010**

'The Equality Act 2010 sets out the legal obligations that schools, early years providers, post-16 institutions, local authorities have towards disabled children and young people;

- They **must not** directly or indirectly discriminate against, harass or victimise disabled children and young people



# THE HARMONY TRUST

## Richmond Academy



- They **must** make reasonable adjustments, including the provision of auxiliary aids and services, to ensure that disabled children and young people are not at a substantial disadvantage compared with their peers.
- This duty is anticipatory- it requires thought to be given in advance to what disabled children and young people might require and what adjustments might need to be made to prevent that disadvantage.

Public bodies, including FE institutions, LA, maintained schools, maintained nursery schools, academies and free schools are covered by the public sector equality duty and when carrying out their functions **must** have regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations between disabled and non-disabled children and young people. They **must** publish information to demonstrate their compliance with this general duty and **must** prepare and publish objectives to achieve the core aims of the general duty. Objectives **must** be specific and measurable.’ (SEND code of Practice 2014)

The duties cover discrimination in the provision of services and the provision of education, including admissions and exclusions. (SEND code of Practice 2014).

The Accessibility Plan should be read in conjunction with-

- Academy Prospectus
- The Behaviour Policy
- The Special Educational Needs policy
- Equality Plan
- Curriculum Policies
- Admission policy
- Critical Incidents Policy
- Health and Safety Policy
- The Local Offer
- Academy Development Plan

### The Accessibility Plan

All providers **must** make reasonable adjustments to procedures, criteria and practices and by the provision of auxiliary aids and services. Most providers **must** also make reasonable adjustments by making physical alterations. Schools and LA education functions are not covered by this last duty but they **must** publish accessibility plans’....’setting out how they plan to increase access for disabled pupils to the curriculum, the physical environment and to information.’ (SEND code of Practice 2014)



# THE HARMONY TRUST

## Richmond Academy



*'Where a child or young person is covered by SEN and disability legislation, reasonable adjustments and access arrangements should be considered as part of SEN planning and review.'* (SEND code of Practice 2014).

The full range of needs and required support for all pupils identified as SEN Support or with a statement/EHC plan will be considered regularly. The discussions will involve staff, parents and children and/or outside agencies, as necessary.

The action plan below identifies key activities that will take place to ensure that the school becomes increasingly accessible for pupils with disabilities.

### **Curriculum Access:**

- Obtaining data on future pupil population to facilitate advanced planning. This includes liaison with the Local Authority (LA) SEN team.
- Liaising with external service and agencies regarding individual pupils (sensory, learning, behaviour).
- Teachers, Teaching assistants and key midday supervisors are given professional development to teach and support children with physical disabilities or additional needs through school INSET, capacity building within teams, external courses and through LA/The Harmony Trust multidisciplinary team (MDT) input.
- Lessons are differentiated effectively to allow all pupils to achieve their potential. This is shown in short term planning and is monitored on a regular basis by the SLT.
- Children are taught and learn in a variety of ways using visual, auditory and kinaesthetic prompts. Children are also encouraged to think about learning and their multiple intelligences.
- All pupils are encouraged to participate in expressive and creative arts.
- ICT is used creatively to give pupils with physical disabilities access to the curriculum and to communicate effectively.
- Strategies are put into place for children with visual impairments such as desk props, bold lined paper, considerations for seating and positioning in the classroom.
- Visits are a fundamental part of our curriculum. All children attend them, sometimes parents will be asked to accompany their child.
- All pupils have access to Physical education and swimming
- School works effectively with outside agencies including AEN QEST, Speech and Language Therapy, The team for Visual Impairment, the Physical Disabilities Hearing Impairment teams. We also work closely with health professionals including the school nurse, dental nurses and physiotherapists.



# THE HARMONY TRUST

## Richmond Academy



### Physical Access:

- There is a ramp for wheelchair access to the main entrance, Nursery and Reception entrance.
- There is access to a lift for wheelchair users in the pre-school area with access to a medical room in Early Years.
- Not all areas of school are wheelchair accessible. Where possible, a downstairs classroom would be allocated to the child's year group.
- Handrails are in place and steps highlighted
- Symbols and large print to be used throughout school for those with visual impairments.
- Communication in Print, blank level questioning and a range of strategies to support individual needs are used to develop communication throughout for individual pupils with Special Educational Needs, appropriate.
- Adapted/specialised furniture provided to meet individual needs.
- Space for small group work and individualised work for targeted learners.
- Children's work is shown to be valued by use in displays around the school.

### Information Access:

- Visual timetables and information supported by signs/symbols for targeted pupils.
- Home-school books for targeted children to ensure effective communication.
- Provision of verbal or large print information for targeted pupils and/or parents/carers.
- Parents section on school website with access to policies and long-term planning.
- Text messaging to parents.
- Twitter account and weekly newsletters.
- Bi-lingual support, where possible, to communicate verbally with parents who do not speak English.

**The following details specific anticipatory activities aimed to increase accessibility for pupils with SEND to the curriculum, the physical environment and to information.**

| Objectives  | Tasks/Actions   | Resources  | Lead   | Monitoring   |
|---|---|--|--------|--|
| To ensure that all staff have a clear understanding of the SEND Code of Practice 2014 | Training provided by the SENDCo in INSET and through regular staff meetings.<br>SENCO to attend termly LA and/or The Harmony Trust SEN network/hub meetings | INSET meetings<br>SENDCo release time to attend LA and/or The Harmony Trust<br>SEN network/ hub meetings | SENDCo | Monitoring of teaching and learning, including: <ul style="list-style-type: none"> <li>• Pupil books</li> <li>• Learning walks</li> <li>• Progress data</li> </ul> |



# THE HARMONY TRUST

## Richmond Academy



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| To ensure all staff are trained to support pupils with Speech, Language and Communication Needs (SLCN) | Conduct audit of provision for pupils with SLCN<br>Liaise with The Harmony Trust Speech and Language therapist to plan and deliver INSET sessions and 1:1 support for staff to support individual pupils' needs.   | Time, as required, of Harmony Trust Speech & Language therapist<br>4 x INSET sessions                          | SENDCo and Harmony Trust Speech & Language therapist  | Monitoring of teaching and learning, including: <ul style="list-style-type: none"> <li>Pupil books</li> <li>Observations/ learning walks</li> <li>Progress data</li> </ul> |
| To ensure staff are trained to support pupils with medical conditions.                                 | Update staff training annually in Asthma, Epilepsy and as required for specific conditions.<br>Update pupils' Medical Conditions annually and ensure annual parents return is gathered.  | School Nurse support<br>Annual update of pupils' medical needs<br>Training, as required                        | SENDCo School Nurse   | Compliance officer to monitor staff training updates/needs (termly)  |
| To continue to provision map to meet individual needs within each cohort.                              | SEND Team to provision map and adjust TA support to meet individual/ group needs   | SENDCo release time and termly teacher support 1:1 sessions from SENDCo  | SENDCo  | Planning, teaching and learning support. Termly pupil progress meetings.   |
| To support reading & writing for pupils with specific learning difficulties                            | Purchase individual resources, as required.<br>Interventions based on ESCALx SLCN inference training.<br>1:1/small group support and interventions, led by The Harmony Trust speech and language therapist.<br>Pre and post tutoring, as required<br>Apply for additional time and/or different resources to support pupils to access end of Key Stage tests | 4 x inference interventions 1 interventions<br>Time, as required, of Harmony Trust Speech & Language therapist | Executive Principal, SENDCo Class teachers and TAs<br>Harmony Trust Speech & Language therapist | Reviewed half termly to ensure that the approaches are impactful.  |

Pupils' access to the All staff are aware of different SENDCo release SENDCo This is monitored curriculum is increased learning styles and plan and deliver time and termly and all through regular lesson through personalisation for this in the classroom. teacher support class observations /learning and differentiation 1:1 sessions from teachers walks.  
SENDCo



# THE HARMONY TRUST

## Richmond Academy



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| Availability of written material in alternative formats | The school makes itself aware of the services available for converting written information into alternative formats. Office staff and academy leaders are aware of parents/ carers access needs and will provide support then needed. | Additional function on Richmond Academy website | Office staff, HSLO and academy leaders | To be monitored through parent surveys and through termly parent forum meetings |
|---|---|---|--|---|

### **Future Considerations:**

- Key stage 1 & 2 classrooms, the school library and Computing Suite are currently inaccessible for wheelchair users and/or pupils with mobility difficulties that would prevent them from climbing stairs.
- It may be necessary to provide new facilities to meet pupils' individual needs.

### **Document Control**

| <u>Description</u>    | <u>Ny Whom</u> | <u>Date</u>     |
|-----------------------|----------------|-----------------|
| <u>Latest Review</u>  | <u>CR</u>      | <u>Jan 2022</u> |
| Next Full Review Date | CR             | Jan 2025        |

