

3-year Accessibility Plan 2015 - 2018



| To increase the extent to which disabled students can participate in the curriculum | | | | | | |
|--|---|---|---------------------------|-----------------------------|--|---|
| Target | Strategies | Success Criteria | Timescale | Responsibilities | Progress | Date achieved |
| Increased skills and confidence of all staff in differentiating the curriculum | Be aware of staff training needs and assign CPD accordingly | Lesson observations demonstrate improved skills and raised staff confidence in strategies for differentiation and increased student participation | Commence Autumn Term 2015 | Vice-Principal Principal | Faculties trained on SpLD and new SEN code of practice. | January 2016 – May 2016 |
| Ensure that the Admissions process ensures that all potential candidates are fairly reviewed | Ensure SENCo is consulted with all potential students with disability to assess any reasonable adjustment required. | Appropriate arrangements for candidates to assess their ability to join the college regardless of disability. | Commence Autumn Term 2015 | Vice-Principal Principal | Ongoing. Principal invites Vice-Principal to all interviews. | March 2016 |
| Enable staff to increase their knowledge and understanding of needs of disabled students should they be admitted to the college. | Training of staff (Internal) CPD (external) | Success of students, requiring access arrangements and/or those with disability, in examinations. | Ongoing. | Vice-Principal Principal | Ongoing. | All appropriate staff trained on the needs of specific students. |
| Submit applications for reasonable adjustments | College seeks to address students difficulties appropriately and where relevant apply to JCQ for reasonable adjustments to support students in public examinations. | Students with disabilities will receive appropriate support as their normal way of working and in public examinations to ensure they have optimal chances to demonstrate their abilities. | Ongoing. | Vice-Principal Principal | Ongoing. | Completed for 2015/16 cohort. Begin to collect concerns for 2017 cohort in Oct 2016. |

3-year Accessibility Plan 2015 - 2018

| | | | | | | |
|---|---|--|--------------------------------------|--|---|--|
| Make reasonable adjustments to the service we provide to disabled candidates. | Identify what support is required to enable students with disabilities to fully access the facilities, curriculum and opportunities offered by the college. | Students with disabilities who attend the college experience freedom of choice and movement around the college sites. | Ongoing. | Estates Manager Vice-Principal Principal | Ongoing. | Ad hoc – per application. E.g. student AM |
| To provide disabled students with access to suitable courses | Working closely with the admission team to identify any highlighted disability in the application process. | Students with disabilities are able to undertake courses to which they are suited after discussion with staff and implementation of any necessary support. | Ongoing. To be reviewed annually. | Vice-Principal Principal | Ongoing. Review annually. | Ad hoc – per application. E.g. student AM |
| Compliance with the Equality Act 2010 | Review all statutory policies to ensure that they reflect inclusive practice and procedure | No policy conflicts with principles of equality of opportunities for all | Commence Autumn Term 2015 | Principal | Ongoing. | November 2015. |
| Raised awareness of disability issues, including harassment | Develop new curriculum, including whole-school themes around humans and PSHE, with this in mind | New curriculum in place Long term planning and topic plans | Commence Autumn Term 2015 | Vice-Principal Principal | Phase 1 implementation of PSHE completed Jan 16. | Ongoing. |
| Students with medical needs are fully supported | Provide training in use of Epi-pen (for all, led by nurse) | 100% of employees receive the training | Commence Spring Term 2016 | Nurse Vice-Principal Principal | Completed | December 2015, June 2016. |
| To build community links with local and sister schools to support students to access alternative sports provision | To contact local and sister schools and identify provision that can offer additional opportunities and allow students to access improved facilities | Students to be accessing additional facilities from September 2016 | Commence Autumn Term 2015 - ongoing | Vice-Principal Principal | New PE teacher/coordinator creating new curriculum (2016) | Ongoing. |

3-year Accessibility Plan 2015 - 2018



| To improve access to the physical environment | | | | | | |
|---|---|--|--|--|---|----------------|
| Target | Strategies | Success Criteria | Timescale | Responsibilities | Progress | Date achieved |
| To ensure the physical environment of the college remains attractive and engaging for all | The college will take account the needs of students, staff and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, and colour schemes, and more accessible facilities and fittings. | Enabling needs to be met where possible | Commence Autumn Term 2015 | Vice-Principal, Estates Manager, Principal | | Ongoing |
| Visually stimulating environment for all students | Colourful, lively displays in classrooms, with greater focus on practical / kinaesthetic learning | Monitoring shows all aspects are at least good, with few essential actions: learning environment walks physical environment checks | Commence Autumn Term 2015 - ongoing | Estates Manager Principal | | Ongoing |
| To create access to lockers so students may have space for their personal items | To identify an appropriate space for lockers to be sited with easy access to learning spaces. To relocate lockers from the basement to the identified site. | Students able to access and utilise lockers. | Commence Autumn Term 2015 | Vice-Principal Principal | Site identified. Locks require changing, then will be moved to into site. | September 2017 |

3-year Accessibility Plan 2015 - 2018

| To improve the delivery of information to pupils, staff, parents and visitors with disabilities | | | | | | |
|---|--|--|----------------------------------|--|------------------------------------|-----------------------------------|
| Target | Strategies | Success Criteria | Timescale | Responsibilities | Progress | Date achieved |
| To improve the process of contacting parents/carers and increasing their involvement in their child's education | To create, develop and embed the use of parental/carer contact mapping tool. | Parents/carers report they feel more informed and are able to contribute their views where support is provided. | Commence Autumn Term 2015 | Vice-Principal Attendance Officer Reports Coordinator Principal | | Ongoing |
| To ensure all students feel confident to fully disclose information with regard to their disabilities | Ensure that all students, staff and parents/carers are assured of confidentiality when disclosing information and know disclosures will be handled sensitively – during PSHE/personal Tutor sessions | Positive feedback from students. Lesson observations. New PSHE curriculum in place. Long term planning and topic plans. | Commence Autumn Term 2015 | Vice-Principal Principal | | Ongoing |
| To ensure the school's website is accessible to those who are visually impaired or who have difficulty in reading English | Seek confirmation that school website is suitable; seek views of those with English as an additional language on effectiveness of Google Translate feature | Written confirmation | Commence Summer Term 2016 | Vice-Principal Principal | Consultations with marketing dept. | January 2018 (new website launch) |
| To ensure all policy documentation is made available and accessible to all stakeholders | Publish policies online or at a minimum provide contact details of how they can be obtained, free of charge. | Testing of procedures. Stakeholders report they are able to access the information they require. | Autumn 2015 - ongoing | Vice Principal Principal | Consultations with marketing dept. | September 2016 |