



ACCESSIBILITY PLAN SD1

To be Reviewed July '19

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Access to the Curriculum

	Targets	Strategies	Timescale	Responsibilities	Success criteria	Costings	Funding
Short Term	<ul style="list-style-type: none"> Ensure all staff have access to training on disability issues 	<ul style="list-style-type: none"> Use a staff ALN audit to identify training needs and thereafter inform Professional Development leader 	FEB 2019	All teaching staff	<ul style="list-style-type: none"> All staff work from a Disability/Equality perspective 		
		<ul style="list-style-type: none"> Arrange INSET training for all staff on Equality issues based on audit needs 	Academic Year 2018-19	All staff	<ul style="list-style-type: none"> Raised confidence of staff in behaviour management strategies 		
	<ul style="list-style-type: none"> Provide Specialist Behaviour support to reinforce positive behaviour strategies 	<ul style="list-style-type: none"> Termly visits from Behaviour Support Team to advise staff in developing positive behaviour strategies: ASD Training: Provide Team Teach practical session for staff 	Academic Year 2018-19	All staff	<ul style="list-style-type: none"> Raised confidence of staff in strategies for differentiation and increased pupil participation where applicable 		
		<ul style="list-style-type: none"> INSET delivered Oct /Nov '18 [Attachment] 					
	<ul style="list-style-type: none"> Ensure all staff are informed regarding current ALN legislation and guidelines 	<ul style="list-style-type: none"> INSET -IEP writing and share expectations of good practice in light of revised guidelines 	Autumn Term 2018	All staff			
		<ul style="list-style-type: none"> ALNET training for all staff – 2 INSET sessions 					
<ul style="list-style-type: none"> Ensure all teaching staff are aware of and use current documentation to support learners with EAL 	<ul style="list-style-type: none"> EAL Co Ordinator to deliver INSET relating to changes in collating EAL pupil tracking data and moderate awarded acquisition of language categories 	March 2019	/All staff				
	<ul style="list-style-type: none"> 3 support staff to receive training for Maths Factor with LNST 						
<ul style="list-style-type: none"> Staff to use strategies to develop mathematical skills for groups of ALN pupils 			Autumn Term '18	All staff	<ul style="list-style-type: none"> Raised confidence in supporting pupils with EAL and implement support strategies where needed 		
			Sept 2018 – July 2019		<ul style="list-style-type: none"> Increase in attainment for Numeracy skills 		

Medium Term	<ul style="list-style-type: none"> Review all curriculum areas to include equality issues in relation to the requirements of the Equality Act 2010 Finance to review ALNCO provision in line with ALNET legislation to look at increasing provision to ensure and safeguard school compliance 	<ul style="list-style-type: none"> Include specific reference to equality in all curriculum reviews in readiness for implementation of new Curriculum Framework 2020 Equality Impact Assess all school policies on a rolling programme to cover all strands, not just disability FSM pupils PDG spending audit Meeting to review budget 	<p>Due to be developed in 2019-20</p> <p>Academic year 2018/19 onwards</p> <p>9/1/19 Spring/Summer term '19</p>	<p>All staff - Curriculum area leaders</p> <p>EEG[CEWB]/</p> <p>/Finance Committee</p>	<ul style="list-style-type: none"> Gradual introduction of equality issues into all curriculum areas through an agreed Equality Impact Assessment cycle [this needs to link with policy review cycle] Wider use of ALN resources and strategies in mainstream classes Additional hours found to support new legislation 	<p>TBC following finance meeting</p>	<p>Staffing Budget</p>
	Long Term	<ul style="list-style-type: none"> Ensure all staff have equality training and appropriate training for the needs of pupils Training to support shift towards ALNET introduction in 2020 	<ul style="list-style-type: none"> Organise INSET training for SLT/ all staff on Equalities Ensure new staff access similar CPD courses Staff training, governor training, ALNCO attending meetings and training and cluster 	<p>Annually</p> <p>Annually</p> <p>ONGOING</p>		<ul style="list-style-type: none"> All staff and stakeholders continue to work from an equality perspective 	

Access to Information							
	Targets	Strategies	Timescale	Responsibilities	Success criteria	Costings	Funding
Short term	<ul style="list-style-type: none"> Review information to parents/carers to ensure it is accessible Inclusive discussion of access to information in all annual reviews 	<ul style="list-style-type: none"> Consult parents/carers about access needs when child is admitted to school Implement new admission form to address all equality strands Implement parental consultation for newly arrived EAL pupils in Reception during Autumn Term annually and in any year group at any point in the academic year Consult with parents/carers and children about access to information and preferred formats in all reviews. For example: Produce newsletter in alternative formats such as large print, Braille according to need 	<p>According to need</p> <p>From Sept 2019</p> <p>Annually and according to need</p> <p>According to need</p>	<p>EEG [CEWB]</p> <p>All staff</p> <p>All staff</p>	<ul style="list-style-type: none"> All parents receive information in a format that is accessible e.g. large print All EAL pupils needs are addressed in the transition process which are related to protected characteristics Staff are more aware of pupils'/parents' preferred methods of communication 		
Medium term	<ul style="list-style-type: none"> Ensure all stakeholders can access and hear information on the school telephones 	<ul style="list-style-type: none"> Develop strategies to meet needs of those with hearing impairments e.g. Improved telephone communication sound levels 	<p>According to need</p>		<ul style="list-style-type: none"> All stakeholders are confident in receiving information via telephone conversations 		

Access to the Physical Environment

	Targets	Strategies	Timescale	Responsibility	Success criteria	Costings	Funding
Short term	<ul style="list-style-type: none"> School staff are better aware of access issues 	<ul style="list-style-type: none"> Undertake confidential survey of staff and governors to ascertain access needs and make sure they are met in meetings etc. 	Annually Autumn Term		<ul style="list-style-type: none"> Raised confidence of staff and governors in their commitment to meet access needs 		
	<ul style="list-style-type: none"> Ensure 'open plan' learning environment is secure to ensure safety of all pupils 	<ul style="list-style-type: none"> Install Maglocks to Year Reception classrooms and outdoor gate. Create access plans/care plans for individual disabled children, when and where necessary 	Autumn Term 2018 As necessary		<ul style="list-style-type: none"> All pupils/parents and carers able to fully access all school learning areas 	£10,500	LA Approved pending
	<ul style="list-style-type: none"> Improve environment for pupils/whole school community with Visual Impairment 	<ul style="list-style-type: none"> Ensure all necessary stairs/steps with split levels are painted with yellow lines Replace use of current light bulbs with new LED light bulbs as and when necessary 	Spring 2017 Sept '18-Jul '19	All staff Governors/H S in LA]	<ul style="list-style-type: none"> The environment is safe and accessible for those with visual impairment. Both indoors and outdoors provides a totally inclusive safe learning environment 	£500 £100 per fitting	School budget Budget
	<ul style="list-style-type: none"> Ensure improved environment for mobility and independence 	<ul style="list-style-type: none"> Ensure main access gates in Lower School are safety assessed and modified to meet requirements: entrance gates to be automated Ensure main access gates in Upper School are safety assessed and modified to meet requirements: entrance gate to be automated, move intercom back away from gate access area [provide wider access for wheelchair users] Ensure corridors, cloakroom and entrance areas are free from 'clutter' 	Summer 2018 onwards Sept '18 onwards Annually	All staff Staff	<ul style="list-style-type: none"> All people including wheelchair users can access all areas of learning independently Both indoors and outdoors provides a totally inclusive and safe learning environment 	Included above £300	School budget resources

Short term	<ul style="list-style-type: none"> Ensure that any disabled pupil and staff can be safely evacuated as applicable 	<ul style="list-style-type: none"> Put in place Personal Emergency Evacuation Plans for any disabled pupils or staff where and when necessary 	As and when necessary Reviewed annually		<ul style="list-style-type: none"> Any disabled children and staff working with them are safe and confident in the event of a fire 		
Medium term	<ul style="list-style-type: none"> Review and make entry to school even more accessible for wheelchair users and others. Arrange for wheelchair audit of school site Improve environment for pupils/whole school community with Visual Impairment 	<ul style="list-style-type: none"> Request advice from LA Planning Department following review of Access Walk Survey Provide disabled parking bay adaptations to car parks Replace current green button release with new fob system which is overridden by Fire Alarm Ensure boundary fences/railings/support posts are more clearly visible – paint pillars and railings in contrasting colours [outside year Reception classrooms, Upper school pergola] 	Reviewed Annually (September) Jan '19 – July'19 Jan '19 – July'19 Jan '19 – July'19	LA Advice	<ul style="list-style-type: none"> All visitors, staff, pupils can access school Purchase and fix signage outdoors identifying disabled access Update school prospectus to highlight access for disabled users of the school site 	TBC	LA Funding is approved

Long term - suggestions are recommended by S-E-P Equality Agency Untethered	<ul style="list-style-type: none"> • Ensure all fire escape routes are suitable for all 	<ul style="list-style-type: none"> • Request advice from LA Planning Department/ Cardiff and Vale Coalition for Disabled People 	Annually	H& S Team LA	<ul style="list-style-type: none"> • All visitors, staff, pupils can be safely evacuated in the event of a fire 		
	<ul style="list-style-type: none"> • School remains aware of the access needs of any disabled children, staff and parent/carer • Improve environment for pupils/whole school community with Hearing Impairment • Ensure all areas of school building are accessible for any wheelchair users [numerous exits have steps] 	<ul style="list-style-type: none"> • Update survey of staff, governors, parents, pupils about parents/carers' access needs and ensure they are met in all events • Provide induction loop throughout school buildings • Install an additional accessible toilet in school • Install lift to second floor to enable pupils to access classrooms • Raise floor between Year 3 block and upper school building as per demountable [eg ramp] • Install reset button alarm in all accessible toilets • Provide ramps with no more than a 5mm lip to all exits including Library and Resource Rooks, garden area. • Provide platform lift to access current Year One and Two classrooms 	Annually	H & S Team LA	<ul style="list-style-type: none"> • Continued confidence of staff and governors in their commitment to meet access needs • School building complies with and meets requirements of Equality Act 2010 for any stakeholders with a disability 		