



ACCESSIBILITY PLAN & POLICY

Baston House School Accessibility Plan & Policy

Last Review Date	September 2023
Next Review	September 2024



ACCESSIBILITY PLAN & POLICY

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1.0 INTRODUCTION

It is a requirement under the Equality Act 2010 for schools to have an accessibility plan.

Implementation: It is the responsibility of line managers to ensure that staff members are aware of and understand this policy and any subsequent revisions.

Compliance: This policy complies with all relevant regulations and other legislation as detailed in the Compliance with Regulations & Legislation Statement.

2.0 VISION STATEMENT

Each child who joins our school community will be welcomed and valued regardless of sex, race, belief, physical disability or learning difficulty. This accessibility plan focuses on a wide range of disability associated with pupils with Autism Spectrum Disorder and co-morbid conditions. At Acorn Park School, pupil achievement is celebrated in a pupil-centred teaching and learning environment and excellent achievement at school enables pupils to be as independent as possible so that they make the most of opportunities when they leave school.

The purpose of the accessibility plan is to ensure that all pupils have access to education in the three areas required by the planning duties in the Equality Act 2010.

- Increasing the extent to which pupils with disabilities can participate in the school curriculum;
- Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services;
- Improving information delivery to pupils with disabilities.

Outcomes First Group also recognises its responsibilities towards employees with disabilities, and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace



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3.0 DEFINITION

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

4.0 DEVELOPMENT & REVIEW

The accessibility plan is guided by the principles and procedures in the school's Single Equality Policy.

The plan will be on the school website and reviewed annually by the Senior Management Team to ensure it is effective.



Section 2: Aims and objectives

Our aims are to:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by
Delivery of the curriculum	To continue to ensure staff are appropriately trained to meet the needs of all pupils Ensure dyslexic pupils can easily access printed material	Designated staff to identify training for staff expertise, utilising advisors and support services. Use dyslexia friendly typeset, colour and non-glare laminates	Trained staff to share information with the rest of the team	Headteacher	Ongoing
The physical environment of the school	Continue to assess and plan for physical adaptations to the current building to ensure the school makes	PEEPS – Personal Evacuation and Escape Plan to be written for all high risk children	Continue to improve the school site and plan repairs/buildings necessary to take place as soon as possible. This will	Headteacher & Facilities Manager	Ongoing



	every possible effort to be accessible to all.		be scheduled and linked to the budget. All children and staff to have an awareness of how to exit the building safely		
Provision of information in other formats	<p>INFORMATION DDA review and action plan</p> <p>Promote equality of opportunity for staff including recruitment process</p>	All staff and stakeholders to be aware of action plan and involved in meeting targets	<p>Encourage disclosure of disability</p> <p>Ensure disability will not disbar the right candidate from getting the job</p> <p>Ensure anti-discrimination is part of our ethos</p>	Headteacher	Ongoing

Section 3: Access audit



Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Parking bays	Disabled parking bay clearly marked in car park.	Ensure markings clear, and unobstructed at all times.	Facilities Team	Ongoing
Entrances	Fobbed access system on main door, Orchard Building and internal hall.	Checked weekly in Fires Checks.	Head teacher and Facilities Team	Ongoing checks
Vertical Movement and internal level change	Stairs are well lit. Stairs are kept clean, tidy and free from obstruction at all times. Classes are taught at ground level.	Ramps are in place where necessary so evacuation access is not an issue with wheel chair bound people	General staff team and facilities team	Ongoing
Horizontal Movement	Corridors are kept clear at all times for general access.	Weekly checks to ensure areas are safe and accessible.	General staff team and facilities team	September 2023



Doors	<p>Most doors are fire doors and are solid. This can make it difficult to know if someone is on the other side. All Fire Doors are fitted with slow closing mechanism and all are checked on a monthly basis.</p> <p>Some doors are security doors that require a fob to open,</p> <p>All fire door records are kept in the Fire Logs in the office.</p>	Slow closers are fitted on all fire doors and checked monthly along with fobbed doors.	Facilities Team	Ongoing
Toilets	<p>Our buildings have downstairs toilets with easy access.</p> <p>A disabled toilet near Reception</p>	None required	Head teachers and Facilities Team	N/A
Internal signage	Disabled toilets clearly marked.	None required	Head teachers and Facilities Team	N/A
Information	There are currently a variety of communication routes that includes signage and clear instructions from a receptionist that is here from 0800-1600 hrs Mon-Fri.	No hearing assistance is available, large print versions of services available and no brail signage.	Head teachers and Facilities Team	



<p>Emergency escape routes</p>	<p>Clearly marked emergency exit routes, as per fire evacuation plan.</p> <p>The site has an extremely robust fire management system in place and is monitored regularly by the FM.</p>	<p>Continue weekly alarm tests and scheduled fire drill practices.</p> <p>All staff are fire awareness trained and we have fire marshals in place. We carry out planned fire evacuation termly that are recorded and uploaded to Info Exchange.</p>	<p>Head teachers and Facilities Team</p>	<p>ongoing</p>
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