



## **Accessibility and Equality Plan**

### **Introduction**

The Disability Discrimination Act 1995 was extended to include education by the SEN and Disability Act 2001 (SENDA). PCSA recognises and welcomes its general responsibilities which are placed upon them;

- To not treat disabled pupils, parents or carers less favourably for a reason related to their disability.
- To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage.
- To plan and make reasonable adjustments to the school buildings.
- To promote positive attitudes towards disabled persons.
- To take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

The production of a disability equality scheme and an accessibility plan will promote equality of opportunity for disabled people. PCSA recognises the crucial importance of involving disabled people fully in the development of our disability scheme.

Schools are required to resource, implement and review their accessibility plan as necessary. This plan will be monitored and evaluated by the governing body.

PCSA's policy on equal opportunities and disability is to ensure that there is no race discrimination against any sub-group within its community, be it because of sex, religion, race, colour and disability. With this in mind the school has put in place policies and procedures so that disabled people are not treated less favourably in the service, education or support they receive than people without disability.

Recent adaptations to the school site:

- Disabled bathroom with automatic shower toilet and ceiling hoist based in SRB centre.
- Bespoke disabled toilet in student toilet area.
- Walk in shower and wet room.
- Purpose built Sir Richard Branson Centre with large teaching room and 3 small teaching rooms.
- Shaded sail area for under cover protection all year round.
- Newly designed restaurant serving area to allow easy access and good visibility.
- There are 8 members of staff now trained in manual handling as well as staff trained in a variety of medical conditions. This allows children with medical needs to access the curriculum.

**DES plan 2016-2017****Action 1- to increase the extent to which disabled students can participate in the school curriculum.**

<b>Objective</b>	<b>Action to be taken</b>	<b>Lead person/s responsible</b>	<b>Timescale</b>	<b>Success criteria</b>
To improve the teaching and learning experience for disabled students.	To ensure staff are fully able differentiation to ensuring a positive learning experience for all.	Sir Richard Branson Management (SRBM)	ongoing	Evidence of differentiation and students making expected progress.
To improve personalised learning for disabled students.	Individual Education Plans (IEP) in place to show individual strategies.	SRBM	ongoing	Observations showing IEP and strategies being used in lessons.
To ensure early identification of disabilities.	Clear transition procedures. Extra primary visits if needed.	SRBM	ongoing	Smooth and effective transition process.
To ensure the participation of disabled students in all aspects of school life including P6, with SRB to provide bespoke P6 activities for disabled students.	All students provided with period 6 timetable.	JW	ongoing	Disabled students accessing period 6 activities.
To review curriculum provision for disabled students.	Individual timetables produced in conjunction with Health and Safety and Occupational Health.	SRBM	ongoing	Relates to individual targets for each student.

**DES plan 2016-2017**

**Action 2- to improve the physical environment of the school, thus increasing the extent to which disabled students and members of the public can take advantage of education and associated services.**

<b>Objective</b>	<b>Action to be taken</b>	<b>Lead person/s responsible</b>	<b>Timescale</b>	<b>Success criteria</b>
To maintain the access and movement around the school for disabled users.	To ensure PSCA site is accessible at all times through ongoing audits.	Site team	ongoing	Full access to all areas of PSCA site.
To ensure staff attend regular training for equipment, for example a hoist.	Manual handling top ups arranged when required.	SRBM	Yearly	Staff certificated for manual handling.
To ensure school work alongside outside agencies and charitable organisations to improve and support new developments and equipment.	Ongoing meetings with outside agencies such as Physiotherapists, Doctors and Occupational Therapists.	SRBM	ongoing	Visible progression made where possible.

**DES plan 2014-2015**

**Action 3- to ensure all students are able to access written information regardless of their disability.**

<b>Objective</b>	<b>Action to be taken</b>	<b>Lead person/s responsible</b>	<b>Timetable</b>	<b>Success criteria</b>
To establish a comprehensive means of recording and storing information to ensure full access to all disabled users.	To ensure there are solid procedures in place to allow students to access the curriculum using alternative methods to record information. Alternative formats include <ul style="list-style-type: none"><li>- Word processors</li><li>- Brail</li><li>- Large print</li><li>- Simplified language</li><li>- Audio and video tape</li><li>- CD/DVD</li><li>- Sign language</li><li>- Symbol systems</li><li>- Dictaphones</li><li>- Ipads with specific apps</li></ul>	SRBM	ongoing	All students to be able to access all information.  Using praising stars data to ensure targets are being met.

**DES plan 2014-2015**

**Action 4- to establish clear procedures for the recruitment, development and retention of disabled employees.**

<b>Objective</b>	<b>Action to be taken</b>	<b>Lead person/s responsible</b>	<b>Timescale</b>	<b>Success criteria</b>
To ensure no discrimination will be made towards a disabled person/s when applying for a role at PCSA.	To ensure all persons applying for any role at PCSA are not discriminated against regardless of their disability.	Health and Safety	ongoing	No complaints to Local Authority
To continue to improve support for disabled employees.	To complete full work place assessments for disabled employees including those who register disabled whilst in employment.  To utilise access to work in order to provide appropriate levels of support for disabled employees and to make reasonable adjustments.	Health and safety  Appropriate outside agencies	ongoing	Employees are supported to do their jobs effectively.

**DES action plan 2014-2015**

**Action 5- to complete impact assessments around the participation of disabled students, parents and carers.**

<b>objective</b>	<b>Action to be taken</b>	<b>Lead person/s responsible</b>	<b>Timescale</b>	<b>Success criteria</b>
To extend the equality of opportunity for disabled members of the school community.	<p>To establish regular feedback regarding equality of opportunity for access to school events.</p> <p>Utilise feedback to inform a review of key policies and practices and their impact on the educational opportunities available to, achievements of disabled students.</p> <p>To identify outstanding actions required so that all the policies and practices work together to promote equality of opportunity for disabled people.</p>	Health and Safety	on an annual basis	Positive questionnaires/feedback response with actions evidenced where needed.



**Policy Review:**

The working of this policy will be reviewed by the **Governors Support Committee annually**

As well as examining the specific review data, the policy statement will be checked for continuing relevance against any changed statutory requirements and LEA advice.

**Review Data:**

At the annual review the following data will be examined:

- SIMs logs relating to bullying incidents including the interventions
- Other records pertaining to bullying including SHARP records, parental complaints and / or police records.

**Date Policy Approved – September 2016**

**The name of the designated person is: Lisa Smith**

**The Policy is to be reviewed every 2 years and the next review is due in September 2018**