



THE
DE LA SALLE
ACADEMY



Accessibility Plan 2018 -2021

Responsibility of: SENCo

Review cycle: Every three years

Reviewer: Principal

Last reviewed: 2016

Next Review date: 2021

Ratified by governors:

The De La Salle Academy: Accessibility Plan 2018 -21

Introduction

The De La Salle Academy is committed to following the teachings of St. John Baptist De La Salle, the patron saint of teachers, by delivering a high quality Christian education, based on gospel values, to all our students. In the best traditions of a De La Salle school we believe in being inclusive and we will work hard to meet the needs of each individual student. St. John Baptist De La Salle instructed his teachers as follows:

"Take even more care of the children entrusted to you than if they were the children of a king".

Mission Statement:

Our mission is to ensure that we create a safe environment for every boy in order to allow them to express themselves as individuals and open their minds to the opportunities available to them in the world.

Legislative Context

This accessibility plan is compliant with the Equalities Act (2010) which with the Disability Discrimination Act (DDA 1995) defines disability as:

'A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.'

Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long-term and substantial effect on the everyday lives of children and young people.

All of the policies and procedures of the academy are firmly set in the context of Our Vision, Values and Mission.

This plan should also be seen in relation to the following academy documents:

Equality Principles and Objectives

SEND Policy

SEND Report

Supporting Pupils with Medical Conditions Policy and Procedures

Objective: to reduce and where possible eliminate barriers to accessing the curriculum to full participation in the school community for students/prospective students with a disability.

The key objectives of this plan are:

No student is treated less favourably due to their special needs or disability

Reasonable adjustments will be made in matters of admissions and education

Where practical make reasonable adjustments for students/prospective students with a disability so they are not at a disadvantage

To make the school more accessible for disabled students and staff

To have high expectations of all students

This plan cover three key areas:

Access to the curriculum: increasing the extent to which disable pupils can access and participate in the academy's curriculum.

Access to the school environment: improving the physical environment of the academy for the purpose of increasing the extent to which disabled pupils can take advantage of education and benefits, facilities and associated services provided or offered by the academy.

Access to Information: improving the delivery, to disabled pupils, of information which is readily available to pupils who are not disabled.

Review and Evaluation

This plan is valid for three years form 2018-2021. A new plan will be drawn up on its expiry. The plan is reviewed annually by the academy's leadership team. It may be adjusted at annual review or at any other time as appropriate.

Improving Access to the Curriculum

Targets	Actions	Milestones	Responsibility	Outcomes
To develop courses appropriate for learners	Build relationships/communication with external providers	Ongoing throughout Academic year	SENCo SLT Support Careers Co-ordinator HoF	Engaging and appropriate courses that present opportunities to acquire new skills/learning
Raise profile of effective QFT amongst staff across the curriculum	Plan CPD sessions to meet needs of staff	First session: September 2018 Ongoing throughout academic year	SENCo SLT Support	Raised awareness of QFT strategies leading to personalised learning for pupil engagement
Improve literacy and Numeracy of students below ARE	Identify students in need of additional and appropriate intervention to be put in place	September 2018 Ongoing throughout academic year	SENCo Literacy Co-ordinator Catch Up Co-ordinator	Improved Literacy and Numeracy skills across the curriculum: Pupil progress bridges gap closer to ARE
Ensure staff are aware of SEND pupils needs to enable access to full curriculum	Dissemination of student information via Profiles, data, intervention, staff feedback, sharing of information	Regular meeting with HoF and Pastoral Leads.	SENCo SLT Support	All staff will be aware of student's individual needs ensuring learning is accessible to all
Facilitate training for all teaching staff around specific learning needs and disabilities	Staff needs audit to inform training/CPD sessions. External Providers to be contacted	Monthly CPD	SENCo SLT	Improved knowledge of needs and disabilities to inform OFT strategies. Removal from lessons is reduced

Improving the School Environment

Targets	Actions	Milestones	Responsibility	Outcomes
Maintain existing access to high standard to ensure safety of all staff and students	Continued monitoring of existing access routes. Reflector strips on stairs. (Dependent on budget)	July 2019	Site manager Staff Principal	Improved physical accessibility of academy
Improve signage to indicate access routes and openings	Identification of direction on doors and glass doors to be clearly marked	January 2019	Site staff Principal	Clear signage around the academy improving accessibility and ensuring safety
Needs of disabled parents/carers/visitors are considered when planning events	To ensure that disabled parents/carers/visitors are included in the life of the school	Evaluation of each event and what is needed to be completed for each school event.	SENCo Event Organiser	Clear signage around the academy which improves accessibility and ensures safety
Improve the quality of environment for students with SEMH	Increase the number of safe, tranquil places within school. School of Sanctuary Accreditation	July 2019 Start September 2020 – May 2021	SENCo Site Staff Head	Designated 'safe' place School of Sanctuary Accreditation
COVID 19 Visual signage: social distancing regulations One way system Cleanings/Hand-sanitisers Risk Assessments needed PPE/cleaning equipment	Apply visual signage in all rooms/areas to show social distancing regulations in all rooms Implement visual One way system signage Increase volume of cleaning/hand-sanitisers so available in all rooms/areas Risk assessments to be completed across academy/ for staff PPE/cleaning available: to be signed for by all staff	15 th June 2020	Site Staff Business Manager Principal SLT Hoff	Clear signage Hand sanitiser readily available Clean, safe environment across school

Access to Information

Targets	Actions	Milestones	Responsibility	Outcomes
To make all written documentation available in different formats as required by parents and pupils	<p>Review and implement a range of formats.</p> <p>Designate an area where information can be accessed</p>	September 2019: to be reviewed termly	<p>SLT</p> <p>Administration staff</p> <p>IT Manager</p>	Increased range of accessible documentation
Ensure website is easy to access and links are relevant and work	<p>Review website regularly to ensure high standards</p> <p>Check relevance and workings of links</p>	July, December, March of 2018-19, 2019-20, 2020-21	<p>Head</p> <p>IT Manager</p> <p>HoF</p>	<p>Improved, up to date information on website</p> <p>Working links to external agencies/services</p>