

George Spencer Academy Accessibility Plan 2020-2023



George Spencer Academy has adopted this accessibility plan in line with the school’s **special educational needs policy** with the aim of ensuring that our school is socially and academically inclusive, that all pupils have access to a full curriculum, and that all pupils are appropriately challenged and/or supported. This plan is created in response to the review from our previous accessibility plan which ran from September 2017- 2020. This plan will run from September 2020 to September 2023.

This accessibility plan forms part of the school’s SEN Information Report and shall be published on the school’s website. The plan should be read in conjunction with the schools Health and Safety and SEND policy.

Our **special educational needs policy** outlines the school’s provision for supporting pupils with special educational needs and disabilities (SEND), and the school’s **publication of equality information and objectives** explains how we ensure equal opportunities for all our students, increased access to the curriculum, physical access to the school and access to information particular to students with SEND. This accessibility plan provides an outline of how the school will manage this part of the SEND provision.

Please refer to our **special educational needs policy** for an outline of our full provision to support pupils with SEND. This can be found on the school website.

The table below is based on our current assessment of accessibility for pupils with SEND. It sets out priorities across the school in a number of areas and the relevant timescales for action to increase accessibility for pupils with SEND. Progress on these measures will be updated annually and reported to the governing body.

Responsible staff member: Jules Gordon

Date Approved: November 2020

Review date: every 12 months until September 2023 (last reviewed September 2022)

ACTIONS	STAFF RESPONSIBLE	LEADERSHIP OVERVIEW	START/FINISH DATE	EVIDENCE
Increasing the extent to which pupils with disabilities can participate in the curriculum				
Provide training for skills and knowledge for new staff to GSA and ECTs in supporting students with SEND and their welfare within the classroom	<i>JDS/SCK/DSE/ABN</i>	JGN	All new staff and ECTs to have received this training in the Summer and Autumn Term on an annual basis.	2022/23 New starters received Induction as part of New Staff Induction day 2022/23 Induction programme in place for new Inclusion Team staff (Weds CPD) September inset for all staff on SEND updates
All Students on the SEND register achieve their academic outcomes	<i>All Teaching staff/CLs</i>	JDS/LJN/SCK	Ongoing focus through CPD, quality assurance frameworks and Curriculum Reviews 2020 - 2023.	22/23 – Launch of the Priority cohort 22/23 – Students have profiles accessible to all staff 22/23 - Calendared RAG meetings and Faculty accountability 22/23 - Faculty Quality Assurance Frameworks

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Develop skills and knowledge for Inclusion team staff on safe handling of special needs.	RBN	SCK/JGN	RBN complete Trainer Training in 2022. Training cascaded to Inclusion Team January 2020 Update/refresher training for new staff on a yearly basis 21/22	RBN completed Training in November 2017 and 2021 Safer handling training completed for all LINC staff Strategic staff emails relating to individual students Regular staff bulletin updates
Develop skills and expertise within the inclusion team to oversee a “specialist area” and cascade this expertise to the rest of the team to ensure sustainability.	LWN	JDS/SCK	Rolling programme of CPD provided within the team by 2021 and continuing as the team evolves.	Inclusion team work in pods and offer bespoke intervention within their team
All students with a physical disability on entering the school to have a full site access visit and where appropriate risk assessment and PEEP put in place.	KMY/LWN/RBN	SCK	All site access visits and risk assessment/PEEP to be in place before students join the Academy/within 2 weeks for mid-year. Training on completion of PEEPs and Risk Assessment by RBN	All in Place and saved for staff accessibility Staff emailed PEEP information PEEPs reviewed annually
Appropriate use technology/new technology Improvement of Linc WiFi/access to devices to cope with the move towards greater online recording and monitoring systems.	LWN + Janet Rigby (External Assessor). SCK / IRE	SCK/JDS JGN	Use of Chromebooks by some pupils as a regular way of working in lessons. Use of technology for exam access, e.g. reading pens Sourcing additional devices/ access.	Chromebooks issued to students and available on loan Chromebook policy in place Reading pens used in formal exams/PPEs and being used within faculties (signed out) - (2019 onwards)
Continue to develop and promote a wide range of extra-curricular activities for students with additional needs across the Academy. Including the development of wheelchair sports.	KMY	SCK/JDS	Inclusive sports to take place on a weekly basis. Participation in Inclusive Sports Festival and other Local events. ALL students encouraged to participate in ALL activities	Visit attendance figures available on request as updated weekly.
Timetable rooming to consider students individual needs and ability to access classrooms/safely.	KMY in liaison with ATE and PAN	SCK /PA	Completed each year in June prior to new timetable issued.	Timetable in place and do not room upstairs, strategic email created and reissued each term Relevant equipment in rooms

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			Key student sheet to be circulated to all staff.	
Creation of best practice for how to create an accessible classroom including tips for HI/VI and students with physical disabilities identified.	KMY	SCK	Staff training on best practice. Strategies in G Drive – Inclusion – Strategy Bank	Training from external agencies given to staff Hearing Impairment training completed 2021 – 22 and revisited annually.
Improving the physical environment of school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided				
Grabrails fitted to at least one toilet cubicle per block around the site and identified discreetly.	Steve Fullwood/KMY	JGN	Grab rails to be fitted as appropriate. Notice to indicate that grab rails are fitted in cubicle	There is insufficient space to enable grab rails to be fitted in all toilets, but the majority have them and students informed which ones. English toilet (boys) open plan and longer cubicle fitted 2021.
Accessible toilet for new science and sixth form for all students	SCK	NPS	All students with access needs to be able to use sixth form accessible toilet if required	Still use of current WC, this was agreed by users. Accessible toilets available in 2 sixth form buildings. Science has a toilet cubicle that performs as an accessible and staff toilet.
Inclusion team to be consulted on all new builds/improvement to ensure accessibility for all students and built in features e.g. wheelchair storage/rise and fall tables.	RBN/ SCK	JGN	Ongoing as new builds/improvements happen.	No new buildings planned. Aug '21 – SO8, SO9, EN14 and EN15 rooms all have external doors fitted which allow wheelchair access Aug '22 – New labs created or refurbished with accessible doors in SC3 and SC6 which allow wheelchair access
Improving the availability of accessible information to pupils with disabilities.				
Creation of best practice 'Guide for Inclusive Communication' for GSA staff with both students and parents/carers who are disabled.	SCK	JGN	Staff training on Best Practice publicised in the staff bulletin. Best Practice in place for all communication and events.	Created and shared in staff bulletin weekly.
Medical booklet with relevant information to be publicised for all staff.	AET	SCK	On – going. Updated on a termly basis.	Staff have awareness around medical needs and all first aiders on site aware. First on the scene training delivered September 2022
Staff Info on best practice publicised in the staff bulletin.	LWN	SCK	On going	Staff feel informed and have updated knowledge on good practice in relation to SEND weekly