



Maidstone & Malling Alternative Provision

INSPIRING ACHIEVEMENT THROUGH INCLUSION AND SUPPORT

Believe, Achieve, Exceed

Accessibility & Equality Plan

Issued Date: April 2022

Review: April 2023

The Management Committee at MMAP will review this plan annually, taking into account any problems or amendments to be made. This will then be ratified.

Vision Statement reference	Target	Strategy	Staff	Timescale	Success criteria	Monitored by	Status
General Governance							
	The Accessibility Plan	<p>The management committee will review the plan annually, and will ratify the plan accordingly.</p> <p>Annual review of the Accessibility Plan as part of the SLT SIP review</p>	SLT > Head of School	<p>Annually Minimal</p> <p>Annually Minimal</p>	<p>MC confirm annual review</p> <p>Principal and SLT confirms SIP has incorporated accessibility considerations</p>	Management Committee	To be checked April 2022 & Reviewed April 2023
Physical accessibility: 1) Improve the physical environment of the school for the purpose of increasing the extent to which students with a disability are able to take advantage of education and associated services provided or offered by the school.							
	Improve staff awareness About barriers to learning	<p>Raise staff awareness of a range of barriers to learning for students with sensory impairment, including classroom layout, lighting etc.</p> <p>Raise staff awareness of impact which teaching materials can have on some students e.g. screen brightness, worksheets (Colour, size, layout etc.).</p> <p>Make staff aware of support services available to advise on adaptation work</p>	<p>SENCO</p> <p>SENCO</p> <p>SENCO</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Staff training by SENCO</p> <p>Staff are sensitive to barriers to learning and include strategies in their planning</p> <p>Available resources are fully utilized.</p>	<p>AHT</p> <p>AHT</p> <p>AHT</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
	Reduce physical barriers to learning so far as reasonably practicable over time	Improve access for Visually Impaired students by colour-contrasted stair edges and door steps.	Health and Safety Manager	Ongoing	Regular updating taking place	Business Manager Health & Safety Committee member	To be checked April 2022 & Reviewed April 2023

	Ensure full use is made of available external resources	<p>Ensure school plans for improving accessibility are in line with statutory requirements</p> <p>Ensure any building work undertaken by the school is accessible and continues to improve the accessibility of the school as a whole</p> <p>Make staff aware of support services available to advise on adaptation work</p>	Health and Safety Manager	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>All modifications comply with latest requirements</p> <p>All modifications comply with latest requirements</p> <p>All modifications comply with latest requirements</p>	Business Manager/Health and Safety Committee	To be checked April 2022 & Reviewed April 2023
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Physical accessibility: 2) Improve the physical environment of the school for all users of the site.

	Improve access to all areas of the site to people with physical disabilities	<p>Identify aspects of the school where there are particular barriers for people with sensory impairment</p> <p>Identify areas which cannot be made physically accessible</p> <p>The school decides which of its entrances and exits have priority and plans to fit ramps and handrails where needed</p>	Health and Safety Manager SENCO	Ongoing	<p>Incorporate high priority access improvements into the SIP</p> <p>Record inaccessible areas</p> <p>Appropriate facilities for disabled access in place</p>	Health & Safety Plan	To be checked April 2022 & Reviewed April 2023
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Teaching and Learning

	Set suitable learning challenges for all	<p>To enable the staff to improve the provision for students with learning / behaviour needs they need to be able to:-</p> <ul style="list-style-type: none"> ☐ be able to access relevant training ☐ purchase materials which allow better curriculum access for higher levels of pupil need ☐ Have differentiated planning and provision across the school ☐ be aware of availability of specialist staff ☐ use specialised curriculum provision and other strategies to develop speech, language and literacy skills ☐ appreciate EAL assistance is available where needed 	SENCO and relevant to all staff	Ongoing	<p>Broader range of teaching strategies used by teachers and TA's</p> <p>Staff are confident to meet the needs of students with a diverse range of learning and behaviour needs</p> <p>All students make expected progress</p>	SLT SEND Subject Leaders	Ongoing
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	To ensure all students have opportunities for enrichment	To carry out school audit of the 'wider curriculum' e.g. clubs, school visits to ensure that <u>all</u> students can, and are encouraged to, participate	SLT/SENCO	Term 6	All students have access to, and are encouraged to participate in, school clubs, trips etc.	SLT	July 2022
	The needs of the intake for the following year are assessed and training needs identified	Provide Access training relevant to whole school and individual student needs	SLT/SENCO	Summer Term Inset in Sept	All staff feel competent and supported in dealing with the intake range of ability / disability	SLT	July-Sept Annually

General Equality issues

	Equality Act 2010	Ensure all staff are aware of the implications of anti-discrimination legislation	SLT deliver All staff receive	Annually	Staff Aware	Head of School Management Committee AVP	Staff receive annual training
	All students, are encouraged to achieve their full potential	Students are monitored closely to ensure that students are not under-achieving or if they are strategies are put into place to support	All staff Students	Ongoing	KS3 and KS4 Monitoring and Assessment	SLT Subject Leaders Raising Standards Leaders	Ongoing
	There is no sexual, racial or disability bullying	Students are educated via the curriculum, student Voice and pastoral programme Staff are aware of appropriate language / behaviour etc. in order to enforce the behaviour management system	All staff Students	Ongoing	Incidents of sexual, racial or disability bullying are minimised Clear staff code of conduct Safeguarding training	SLT	Ongoing
	Positive partnerships with parents and the wider communities are developed	Staff and students are aware of, and celebrate, cultural differences within our community	All staff > Parents, Students, Wider community	Ongoing	Experience of diversity is positive	SLT	Ongoing

	School's policies and practices promote equality in the workforce and in the delivery of services	All school policies and procedures are evaluated to consider their impact on equality before they are Implemented and are regularly reviewed.	Management Committee SLT Staff	Ongoing	No discrimination is identified	SLT Management Committee	ongoing
	Equality of opportunity is promoted	Staff appointments are made on merit	Staff	Ongoing	Safer recruitment training	SLT	ongoing

Provision of information: Improve the delivery of information

	<p><u>Improved provision of information</u> Barriers are identified where access to information may need to be improved, in order to ensure that students, staff and/or parents have full access to information (including website and publicity)</p>	<p>Identify providers of 'transcription services</p> <p>Audit current 'client' group of parents and students to identify needs and produce a list</p> <p>Develop strategies for meeting needs as identified above (e.g., strategies for parents' meetings, school reports etc.)</p>	<p>Data Manager SLT</p>	<p>Ongoing</p> <p>June 2021</p>	<p>Appropriate information is provided to identified people</p> <p>Information available for parents and students in a variety of formats.</p>	<p>SLT Management Committee</p>	<p>Ongoing</p>
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