Maidstone & Malling Alternative Provision

INSPIRING ACHIEVEMENT THROUGH INCLUSION AND SUPPORT

Believe, Achieve, Exceed

Accessibility & Equality Plan

Issued Date: February 2021

Review: February 2022

Vision Statement reference	Target	Strategy	Staff	Timescale	Success criteria	Monitored by	Status
General Governance							
	The Accessibility Plan	The management committee will review the plan annually, and will ratify the plan accordingly. Annual review of the Accessibility Plan as part of the SLT SIP review	SLT > Head of School	Annually Minimal Annually Minimal	MC confirm annual review Principal and SLT confirms SIP has incorporated accessibility considerations	Management Committee	To be checked Feb 2022
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	Raise staff awareness of a range of barriers to learning for students with sensory impairment, including classroom layout, lighting etc Raise staff awareness of impact which teaching materials can have on some students e.g. screen brightness, worksheets (colour, size, layout etc). Make staff aware of support services available to advise on adaptation work	SENCO SENCO SENCO	Ongoing Ongoing Ongoing	Staff training by SENCO Staff are sensitive to barriers to learning and include strategies in their planning Available resources are fully utilized.	DHT DHT DHT	Ongoing Ongoing Ongoing
	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 Feb - Jan 2022

		Ensure full use is made of available external resources	Ensure school plans for improving accessibility are in line with statutory requirements	Health and Safety Manager	Ongoing	All modifications comply with latest requirements	Business Manager/Health and Safety Committee	To be checked Feb 2022
			Ensure any building work undertaken by the school is accessible and continues to improve the accessibility of the school as a whole		Ongoing	All modifications comply with latest requirements		
			Make staff aware of support services available to advise on adaptation work		Ongoing	All modifications comply with latest requirements		

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	Identify aspects of the school where there are particular barriers for people with sensory impairment	Health and Safety Manager SENCO	Ongoing	Incorporate high priority access improvements into the SIP	Health & Safety Plan	To be checked Feb 2022
			Identify areas which cannot be made physically accessible			Record inaccessible areas		
			The school decides which of its entrances and exits have priority and plans to fit ramps and handrails where needed			Appropriate facilities for disabled access in place		

Teaching and Learning

	Set suitable learning challenges for all	To enable the staff to improve the provision for students with learning / behaviour needs they need to be able to:- ☐ 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	Broader range of teaching strategies used by teachers and TA's Staff are confident to meet the needs of students with a diverse range of learning and behaviour needs All students make expected progress	SLT SEND Subject Leaders	Ongoing

Teaching and Learning: continued

	Respond to pupils' diverse learning needs	Teaching staff know and use strategies to enable all student groups to make progress Staff monitor and evaluate attainment and progress of disadvantaged learners	All staff > students	Ongoing	Evidence of stretch & challenge in Learning Walks and observations Students make expected levels of progress	SLT SENCO Subject Leaders Raising Standards Leaders	Ongoing Reviewed in July of every year
	Overcome potential barriers to learning	Behaviour and Attendance Whole staff training in a variety of behaviour management approaches and focused CPD opportunities on how to raise attendance			Closing of attainment gaps. Pupils demonstrate excellent concentration and are rarely off task Reduction in fixed term & permanent exclusion All staff & management committee have a clear understanding of appropriate and positive behaviour management Attendance is above the national average Persistent absenteeism is reducing and better than		

	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 2021
	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, assemblies 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

	<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)	Identify providers of 'transcription services Audit current 'client' group of parents and students to identify needs and produce a list Develop strategies for meeting needs as identified above (e.g strategies for parents meetings, school reports etc)	Data Manager SLT	Ongoing June 2021	Appropriate information is provided to identified people Information available for parents and students in a variety of formats.	SLT Management Committee	Ongoing