



## **Accessibility Policy**

### **Introduction**

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. Since 2002, the Governing Body has had three key duties towards disabled pupils, under Part 4 of the DDA:

- Not to treat disabled pupils 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 to increase access to education for disabled pupils

At Oxford Road Community School, we are committed to establishing equality for all pupils, their parents, staff and all other members of our school community. It is the responsibility of the whole school community to implement this plan in a manner which promotes the inclusive ethos of our school.

### **Aims**

This plan sets out the proposals of the Governing Body of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

- Increasing the extent to which disabled pupils can participate in the school curriculum
- Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled
- Improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services provided or offered by the school

## Oxford Road Community School | Accessibility Plan 2016-2019

<b>Aim: Increasing the extent to which disabled pupils can participate in the school curriculum</b>		
Target	Actions	Responsibility
To ensure the school develops children's awareness of disability	<ul style="list-style-type: none"> <li>• PSHE curriculum to be reviewed and integrated into everyday teaching to ensure awareness of disability</li> <li>• Review other areas of the curriculum e.g. PE</li> <li>• Ensure creative curriculum considers the impact of a disability</li> <li>• Plan assemblies to include themes on awareness around the topic of disability</li> </ul>	All school staff
To ensure pupils have full access to trips and extra-curricular activities	<ul style="list-style-type: none"> <li>• EVOLVE risk assessment for all trips</li> <li>• Plan trips and activities alongside parents to ensure access</li> <li>• Provide support for pupils to ensure they can access out of hours' activities</li> </ul>	
To ensure staff are appropriately trained	<ul style="list-style-type: none"> <li>• Ensure staff are able to identify and successfully plan for children with disabilities such as dyslexia, ADHD, diabetes etc.</li> <li>• Ensure all support staff have access to specific training for the range of disability needs in our school</li> <li>• Ensure that all staff can differentiate the curriculum and are aware of specialised resources</li> </ul>	

<b>Aim: Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled</b>		
Target	Actions	Responsibility
To review information to parents/ carers to ensure it is accessible	<ul style="list-style-type: none"> <li>• Ask parents/ carers about access needs when a child is admitted to school</li> <li>• Ask parents/ carers and children about access to information in review meetings</li> <li>• Information regarding special educational and disability needs (SEND) is available on our website</li> </ul>	All staff Admin staff SENCO Head teacher
To increase support for parents of children with a disability	<ul style="list-style-type: none"> <li>• Ensure that the school prospectus explicitly welcomes children with SEND</li> <li>• Encourage parents of children with a disability to support their children's education</li> </ul>	Head teacher Governors All staff

<b>Aim:</b> Improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services provided or offered by the school		
<b>Target</b>	<b>Actions</b>	<b>Responsibility</b>
To provide appropriate access to all users	<ul style="list-style-type: none"> <li>• Seek information on the needs of users and pupils</li> <li>• Provide aids for those who are visually impaired</li> <li>• Maintain wheelchair access to the school and a wheelchair accessible toilet</li> </ul>	All staff Caretaker Health and Safety officer
To ensure that disabled adults are considered equally with others for posts in the school	<ul style="list-style-type: none"> <li>• To welcome all applicants for teaching and TA posts</li> <li>• To ensure all members of our community to consider becoming a Governor</li> <li>• To ensure that interview panels include staff who have been trained in Safer Recruitment</li> </ul>	Head teacher SBM
To improve signage	<ul style="list-style-type: none"> <li>• Put up clear signs in the entrance and other areas – in different languages and formats</li> <li>• Ensure that all disabled pupils understand fire notices</li> </ul>	Caretaker Administration staff Head teacher Governors