



**Cabot**  
Learning  
Federation

Hérons'  
Moor  
Academy  
Accessibility  
Plan



## Heron's' Moor Academy

### Accessibility Plan

At Heron's' Moor Academy our values reflect our commitment to an Academy where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child attains and achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that happy children are successful children.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website.

## Objectives

Heron's' Moor Academy is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Heron's' Moor Academy Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;

- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

The Herons' Moor Academy Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Behaviour Policy
- Curriculum Policies
- Health & Safety Policy
- School Improvement Plan
- Special Educational Needs Policy
- Teaching and Learning Policy
- Inclusion Policy
- Medical and First Aid Policy

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through the Governing Board.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

The priorities for the Accessibility Plan for our school were identified by:

- The Governing Body
- SLT

An Access Audit was carried out by the HT and SLT. A number of recommendations were made as follows:

**Action Plan A: Improving Physical Access**

Access Report Ref.	Item	Activity	Timescale	Cost
1.	Adventure Playground	To cover the surface of the adventure playground. To make the round-about accessible for wheelchairs.	July 2021	
2.	EYFS fencing	To renew the fencing around reception classrooms	July 2021	

3.	<b>Lighting</b>	To continue to replace bulbs with LED bulbs (as they stop working). To continue to update lighting around school to daylight lighting.	<b>July 2021</b>	
4.	Playground	To make changes to the playground so that it looks more appealing and so that there is equipment that can be shared between children from HMA and BT	July 2022	

5.	<b>Car park</b>	<b>Consideration to be given to the issues that arise at drop off and pick up time due to overcrowding of the car park.</b>	<b>July 2021</b>	
6.	<b>Concrete steps</b>	<b>The steps from the bridge down to the playground become slippery in icy conditions. Solutions to be looked into.</b>	<b>July 2021</b>	

7.	Classroom labelling	Classroom names to be on outside doors (doors leading from the playground to the classroom)	July 2021	
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### Action Plan B – Improving Curriculum Access

Ref	Question	Recommendations	Time Scale	Priority	Cost	Date Completed	Responsibility	
							PFT	School
1	Differentiation in Teaching	SLT to monitor quality of differentiation and provision for all pupils	Ongoing	High				

2	<b>Interventions</b>	<b>Interventions to be used across the school as decided by the class teacher. Records to be kept on Provision Map (Edukey) about effectiveness.</b>	<b>Ongoing</b>	<b>High</b>				
3	<b>Classrooms are organised to promote the participation and independence of all pupils</b>	<b>SLT to monitor QFT to ensure that lessons are planned to meet the needs of all pupils in the class.</b>	<b>Ongoing</b>	<b>High</b>				

4	Staff training in the production, implementation and review of Provision maps and PTPs and monitoring systems.	All teachers to use Provision Map (Edukey) to create/review pupil target plans for children identified as not making expected progress.	Ongoing	High				
5	Engagement Model	SEND team to complete training on the engagement model and role out to staff across the school.	2020/21	High				

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### Action Plan C – Improving the Delivery of Written Information

Ref	Question	Recommendations	Time Scale	Priority	Cost	Date Completed	Responsibility	
							PFT	School
1	Availability of written material in alternative formats when specifically requested	The school will make itself aware of the services available for converting written information into alternative formats.	Ongoing		Not applicable			

<b>2</b>	<b>Review documentation on website and sent via parentmail to check accessibility for parents with English as an Additional Language</b>	<b>The school will review formats publicised on school website and sent via parentmail – particularly for new parents to the school, in order to ensure accessibility for parents with English as an additional language.</b>	<b>Ongoing</b>		<b>Not applicable</b>			
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