

Milton Primary Academy



MILTON PRIMARY
ACADEMY

Accessibility Policy and Plan 2019-2022

MAT Policy adopted:	03.12.2019
Review Frequency:	Every three years
Next review date:	03.12.2022

This Accessibility Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The Trustees of the Learning Village Academy Trust are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

1. Milton Primary Academy is committed to providing an accessible environment which 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 challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

2. Milton Primary Academy plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the Milton Primary Academy.

3. An Accessibility Plan will be drawn up to cover a three year period. The plan will be updated from time to time in the three year period as appropriate.

4. The Accessibility Plan will contain relevant actions to:

- Improve access to the **physical environment** of Milton Primary Academy, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment at Milton Primary Academy and physical aids to access education.
- Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (if Milton Primary Academy fails to do this they are in breach of the Equality Act, 2010). This covers teaching and learning and the wider curriculum at the Academy such as participation in after school clubs, leisure and cultural activities or educational visits. It also covers the provision of specialist **aids and equipment**, which may assist pupils with disabilities in accessing the curriculum.
- Improve and make reasonable adjustments to the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, timetables, textbooks and information about the academy and Milton Primary Academy events. The information should be made available in various preferred formats within a reasonable time frame.

5. Physical accessibility relating to Milton Primary Academy is reviewed regularly.

6. The Plan will be monitored through the Estates Committee of the Trust Board.

7. We acknowledge that there is a need for on-going awareness raising and training for staff and Trustees in the matter of disability discrimination and the need to inform attitudes on this matter.

Milton Primary Academy

Accessibility Plan 2019-22

1. Access to information including planning to make written information available to pupils and their parents, taking account of pupils' disabilities and pupils' and parents' preferred formats			
Targets	Strategies	Outcomes	Timeframe
All communication to be available to all stakeholders in a format that they are able to access. Upon notification communication to be available in large print, braille, audiotape, provision orally through speaking or sign language, or through a recognised symbol system, alternative languages, electronically	Communication to be amended to alternative formats as necessary	all stakeholders able to access information in their preferred format	ASAP

2. Access to the Physical Environment including physical aids to access education			
Targets	Strategies	Outcomes	Timeframe
To address access improvements and ; and identify necessary physical aids to enable children to access education in the classroom	Arrange an Accessibility Audit. Purchase physical aids as required to take into consideration any points identified	Milton Primary Academy 's premises continue to provide safe and suitable access to all stakeholders Physical aids are available to all children as necessary to access the curriculum	Spring term 2020 in line with outdoor / playground improvement plans

3. Access to the Curriculum including teaching and learning and the wider curriculum of Milton Primary Academy, eg after-school clubs, leisure and cultural events or educational visits					
	Targets	Strategies	Outcomes	Timeframe	Evaluation Goals Achieved

<p style="text-align: center;">Short-Term</p>	<p>To ensure that in Milton Primary School all staff are aware of the commitment to fulfilling the specific focus upon access to the curriculum.</p> <p>To ensure teaching and learning is accessible through classroom organisation and support, especially deployment of staff, and timetabling common curriculum options.</p>	<p>Review of Milton Primary Academy's Accessibility Policy .Discussion of resulting implications with reference to existing roles and responsibilities e.g. Subject Managers - Necessary changes to existing documentation such as policies. Deployment of Classroom Practitioners to support relevant pupils Homework provision in a preferred format.</p>	<p>Staff are able throughout the academic year to consider and adapt areas of the curriculum as necessary to ensure we fulfil the requirements of 'Equality Act, (2010)'.</p> <p>All pupils are supported as necessary via identification of needs and matching provision.</p>	<p>During the planning process, Staff make changes to the learning to ensure that all pupils are accessing the curriculum at a level that matches their level of understanding and needs.</p> <p>Deployment of teaching assistants to support teaching and learning.</p>	
<p style="text-align: center;">Medium-Term</p>	<p>To ensure that Milton Primary Academy's CPD programme provides all staff with detailed and updated information of any developments within the area of Inclusion.</p>	<p>The Head of Academy, with support from the Academy's Special Education Needs Co-Ordinator, to identify training needs through use of information gained during performance management meetings, monitoring of provision of special educational need's and in response to the Academy Development Plan (ADP).</p>	<p>All Staff have an appropriate level of knowledge and skill which will enable them to carry out their role effectively.</p>	<p>Training as necessary.</p>	

Long-Term	All Milton Primary Academy documentation will support Access to the Curriculum.	Subject Managers to amend policies appropriately when reviewing policies as part of the annual process detailed in the ADP.	All Milton Primary Academy documentation will ensure that 'Equality For Pupils' is included.	Changes to policies completed	
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