

**Development Priority – Accessibility Plan 2014-2017**

Success Criteria		Measured by			
<ul style="list-style-type: none"> <li>Improved access to the physical environment of the school, adding specialist facilities as necessary. Improvements to the physical environment of the school and physical aids to access education.</li> <li>Increased access to the curriculum for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as, equally, prepared for life as are the able-bodied students. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these students in accessing the curriculum.</li> <li>Improved the delivery of written information to students, staff, parents and visitors with disabilities. For example handouts, timetables, textbooks and information about the school and school events. The information made available in various preferred formats within a reasonable time frame.</li> <li>The Discovery academy meets the needs of disabled students and staff and that of the Equality Act 2010.</li> </ul>					
Tasks/Actions		Persons Responsible	Resources	Timeframe	Monitoring / Evaluation
<b>1.</b>	<b>To improve access to the physical environment of the school, adding specialist facilities as necessary. Improvements to the physical environment of the school and physical aids to access education.</b>				
<b>1.1</b>	Improve signage around the Academy making it clearer and bright	AML/ REP	Cost of signage	Sept 15-July 16	SIF/ PAR
<b>1.2</b>	Ensure that staff with disabilities feel confident to discuss potential adjustments through a working party	REP	Time Termly	May 16	PAR
<b>1.3</b>	Support all applications for interactive whiteboards in the Academy which aid learning for students/ staff with disabilities.	SIF/ AML	Cost pre planned	SEPT 14	SIF
<b>1.4</b>	Invest in 2 further evac chairs to support fire evacuation of disabled students	AML/ CAO	Cost	Jan 14	SIF/ PAR
<b>1.5</b>	Investigate toilet alterations 1 per upper and ground floors for use with hoists	AML/ REP	Cost	Sept 16	PAR

1.6	Class rooms are optimally organised to promote the participation and independence of all students.	REP	Training	Sept 15	PAR
2.	<b>Increase access to the curriculum for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as, equally, prepared for life as are the able-bodied students. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these students in accessing the curriculum.</b>				
2.1	Investigate 'good practice' for a range of disabilities and incorporate into whole academy policies, e.g. homework, spelling, recording.	REP	Cost and training of LTA's	Sept 15 - ongoing	PAR
2.2	Ensure disabled students highlighted on extended register are given the opportunity to participate in extra-curricular activities	REP/ JAC	Time to promote	Sept 16	PAR
2.3	Take steps to meet disabled people's needs even if this requires more favourable treatment such as: Time out cards, cards to have early lunch, similarly staff with asthma may be excused some duties in weather likely to exacerbate the condition	REP/ MIL /HOY		Ongoing	PAR
2.4	Support all applications for interactive whiteboards in the Academy which aid learning for students/ staff with disabilities.	SIF/ AML	Cost	Sept 14	SIF
2.5	Investigate Clicker 6 technology or alternative	REP	Cost	May 16	PAR
2.6	Develop continued training for staff on differentiating the curriculum in particular for students with SpLD. Provide training for governors, staff, students and parents on issues such as Dyspraxia, ADHD, ASD and other areas of need as they arise.  Training to be built into the Academy calendar of staff meetings, Directors meetings, whole staff training sessions and flexi sessions.	REP	Training time	Ongoing	PAR
2.7	Achieve Level 1 Dyslexia Friendly School Award	SAA	Cost and time	Jan 16 – Jan 17	PAR
3.	<b>Improve the delivery of written information to students, staff, parents and visitors with disabilities. For example handouts, timetables, textbooks and information about the school and school events. The information made available in various preferred formats within a reasonable time frame.</b>				
3.1	Incorporation of appropriate colour schemes when using IWB to benefit students with visual impairment, review termly	REP / SAA	Time	Sept 15 - ongoing	PAR

3.2	Research the services available through the LA for translation services and for converting written information into alternative formats.	REP/ KAC	JUL/ TIME and cost	Jan 16 - ongoing	PAR
3.3	Develop us of the Academy flatscreen TV's to share school events as another source.	REP	TIME	Jan 16	PAR
4.	<b>The Discovery academy meets the needs of disabled students and staff and that of the Equality Act 2010.</b>				
4.1	Collect data on students and staff who have a disability so needs can be assessed.	REP/ DAM	Time	Sept 15 ongoing	PAR
4.2	Use the extended register to highlight students who have a disability. Use this data to highlight students who need specific timetable arrangements so they won't be disadvantaged.	REP	Time	Sept 15 ongoing	PAR
4.3	Review all policies to ensure compliance with the equality plan and policy especially: <ul style="list-style-type: none"> <li>• SEN Policy</li> <li>• Medical Conditions Policy</li> <li>• Teaching and learning policy</li> <li>• Recruitment policies</li> </ul>	REP	Time	Sept 15 ongoing	PAR
4.4	Implement specific and targeted CPD for individuals and groups such as Governors and new staff induction.	REP	Time	Sept Ongoing	PAR
4.5	Review existing opportunities for students, staff and parents to participate in Academy management and governance (for example Academy Councils) & consider how disabled people may be encouraged to participate.	JUL/ REP	Time	Sept 15 ongoing	PAR
4.6	Review bullying policy and raise awareness of disability related harassment	STF	Time	June 16	PAR
4.7	Be able to extract bullying information/data on demand	ALH	Time	Jan 16	PAR
4.8	Training to enable staff to model respectful attitudes to disabled students, staff and parents	DAK	Time	Jan 16	SIF
4.9	Identifying and displaying positive images of people with disabilities in the Academy	REP	Time	Jan 16	PAR
4.10	Academy to be able to access its own access arrangements for exams.	REP	Cost and time	Jul 16	PAR