



Trust Accessibility Plan

September 2016

Plan agreed: _____

Plan Review: _____

Introduction

3-year period covered by the plan: September 2016 – September 2019

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

1. not to treat disabled pupils less favourably for a reason related to their disability;
2. to make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
3. to plan to increase access to education for disabled pupils.

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

- a) increasing the extent to which disabled pupils can participate in the Trust's schools curriculum;
- b) improving the environment of the Trusts schools to increase the extent to which disabled pupils can take advantage of education and associated services;
- c) improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Below is an action plan showing how the school will address the priorities identified in the plan. Attached in appendix 1 is the accessibility audit which was conducted in Summer 2016 to assess areas for priority action.

The Trust's Context

We are a Multi-Academy Trust operating two Alternative Provision Academies which operate from 9 different school sites across Norfolk. Our client group includes young people from the ages of 4 – 16 and is predominantly those with additional needs around their challenging behaviour and mental health.

The Trust's Aims

The Engage Trust believes:

- That all children and young people have the right to be healthy, happy and safe, to be loved and respected and to have high aspirations for their future.
- That children and young people who exhibit vulnerable or challenging behaviour should be appropriately supported to make educational progress in line with their peers or their own trajectory of success.

- That successful progress for our most vulnerable and challenging learners benefits the young people themselves foremost, but also their schools, communities, families and ultimately our society and economy.

Mission

The Engage Trust exists to provide high quality education and ensure progress for all our children and young people by developing a high quality network of alternative provision / specialist academies and services, through the promotion of the core values of the co-operative movement.

We are working within a national framework for educational inclusion provided by:

- Inclusive Schools (DfES 0774/2001)
- SEN & Disability Act 2001
- The SEN Revised Code of Practice 2015
- The Disability Discrimination Act (amended for school 2001)
- Code of Practice for Schools (Disability Rights Commission)
- Ofsted inspection

The priorities for the Accessibility Plan for our Trust were identified by the Premises, Health and Safety Committee who consisted of:

What our Audit and assessment reveals about accessibility in the Trust.

In the Summer term 2016 the Trust conducted a thorough audit of its current accessibility arrangements. This included revisiting training for all members of governance as well as reviewing the physical infrastructure in place. The results of the audit are contained in Appendix 1.

This audit supported the Trust in developing this Accessibility plan and priorities outlined below

Aim	Current Good Practice	Objectives	Actions	Responsibility	Deadline	Success Criteria
increasing the extent to which disabled pupils can participate in the Trust's schools curriculum;	The Trust schools all operate on very small class sizes and high staffing ratio. Typically the group sizes are no bigger than 6 which allows for a high level of personalisation. This means that the additional needs of any given pupil can be adequately catered for.	Ensure curriculum offers the highest standard of education for all learners by reviewing the curriculum offer	Review the Curriculum offer to ensure it is inclusive and maximises the potential for all learners to achieve	Executive Head Teachers/Head Teachers	July 2017	A revised curriculum in place for September 2017 which enables greater achievement by all.
improving the environment of the Trusts schools to increase the extent to which disabled pupils can take advantage of education and associated services;	Currently all bases have accessible facilities and are sufficiently flexible to enable the majority of physical needs to be met. Some minor limitations exist especially in relation to more specialist facilities.	Address the physical limitations of some sites to improve access to specialist facilities	Review and implement improvements to any shortcomings identified in audit.	Premises Team	September 2017	No identified limitations caused by physical environment

improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.	The high ratio of staffing allows an individualised approach which includes the opportunity for families and young people to be addressed individually in a manner meeting their communication preferences.	Improve and expand the range of teaching pedagogies and strategies used to ensure that all needs can be better integrated into classrooms	Deliver additional training to staff on the use of sign language, Makaton, and other specialist communication aids.	Executive Head Teachers/Head Teachers	July 2017	Pupils with additional communication needs more fully integrated into lessons.
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Co-ordination and Evaluation

The co-ordination, monitoring and review of this plan will lie with Premises Health and Safety Committee of the Trust Board.

The plan will be monitored termly through the committee's meetings and will be formally reviewed annually.

This plan must also be viewed alongside :

- Trust Development Plan
- Individual School Development Plans
- Equality Policy
- Health and Safety Policy

Plan availability

This plan will be available directly from the Trust's website, and via links from the individual School websites.

The Trust will provide braille and audio versions upon request. Other versions will be considered upon application.

Appendix 1: Access audit- Brooklands School

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	One	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear throughout school	None required – No accessibility implication	N/A	N/A
Lifts	None	None required – No accessibility implication	N/A	N/A
Parking bays	Sufficient number of bays and disabled bays available	None required – No accessibility implication	N/A	N/A
Entrances	Wide	Two Fire doors need adjusting; IT room /library and Dolphin classroom	Premises Team	November 2016
Ramps	Available at all doors	None required – No accessibility implication	N/A	N/A
Toilets	Disabled toilet available and clear	None required – No accessibility implication	N/A	N/A
Reception area	Good access and lowered access window	None required – No accessibility implication	N/A	N/A
Internal signage	Good Signage – clear and well positioned	None required – No accessibility implication	N/A	N/A
Emergency escape routes	Clear exit routes are evident	Clarify back corridor fire exit has sufficient safe hard standing for congregation area Clarify whether a path is needed through garden	Premises Team Premises Team	November 2016

Appendix 1 : Access audit Douglas Bader School

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear	None required – No accessibility implication	N/A	N/A
Lifts	None required	None required – No accessibility implication	N/A	N/A
Parking bays	Disabled bay provided but very limited parking and often over flows	Review use of space at caretakers bungalow and plan for creation of additional car parking	Premises Team	July 2017
Entrances	Level and ramped	None required – No accessibility implication	N/A	N/A
Ramps	Provided in all relevant areas	None required – No accessibility implication	N/A	N/A
Toilets	2 Disabled available	TMVS valve approved for toilets adjacent to Primary area Blocking in of pipes near Primary girls toilets to avoid possible handling	Premises Team Premises Team	November 2016
Reception area	Level and clear with no obstructions	None required – No accessibility implication	N/A	N/A
Internal signage	Upgrade needed throughout following window replacement	Replace signage throughout	Premises Team	November 2016
Emergency escape routes	Door closers too low and sharp corners	Review methods to highlight possible risks and improve	Premises Team	Summer 2016

Appendix 1: Access audit Earthsea School

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single Storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and Clear in all areas	None required – No accessibility implication	N/A	N/A
Lifts	None Required	None required – No accessibility implication	N/A	N/A
Parking bays	The site does not have a designated Disabled parking bay. Possible future issue with number of parking bays Gate access to site not disabled friendly Lack of external lighting around side of building from carpark	Full assessment of parking and external lighting requirements and proposal.	Premises Team	July 2017
Entrances	Main entrance has step preventing wheelchair access	Investigate possibility of ramp or alternative access route	Premises Team	Summer 2016
Ramps	Ramp to mobile classroom	None required – No accessibility implication	N/A	N/A
Toilets	Two Disabled toilets on site	None required – No accessibility implication	N/A	N/A
Reception area	No issues	None required – No accessibility implication	N/A	N/A
Internal signage	Adequate signage New door will need appropriate signage	Apply signage with door installation	Premises Team	September 2016
Emergency escape routes	A variety of accessible escape routes exist throughout the building	None required – No accessibility implication	N/A	N/A

Appendix 1 : Access audit The Pinetree School

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single storey except in hall mezzanine	Future work to covert gym storage area to offices with staircase	Premises Team	September 2017
Corridor access	Wide and Clear in all areas Rm 106 missing door self closer	Replace Door Self closer	Premises Team	November 2016
Lifts	None Requires	None required – No accessibility implication	N/A	N/A
Parking bays	The site does have a designated Disabled parking bay.	None required – No accessibility implication	N/A	N/A
Entrances	Level and clear of obstruction	None required – No accessibility implication	N/A	N/A
Ramps	Two ramp access points	Metal ramp needs repair	Premises Team	November 2016
Toilets	No issues	None required – No accessibility implication	N/A	N/A
Reception area	Some tight access	Remedied with planned gym work	Premises Team	September 2017
Internal signage	Adequate Front entrance signage needed	Apply signage	Premises Team	September 2016
Emergency escape routes	A variety of accessible escape routes exist throughout the building Fire exit Willow Suite has stepped exit	None required – No accessibility implication	N/A	N/A

Appendix 1: Access audit The Compass Pott Row

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Second Storey in Administration block	Planned refurbishment top floor summer 2016	Premises Team	September 16
Corridor access	Tight in places Query whether door widths sufficient for wheelchairs	One doorway to be rebuilt to allow better access. Staff team to be supported to clear area and keep tidy	Premises Team	September 2016
Lifts	None	Limits accessibility to second storey of administration area. Lower storey room available for relocation of meetings etc to allow access	N/A	N/A
Parking bays	No designated disabled parking bay	Review possibility of reserving space	Premises Team	December 2016
Entrances	Front entrance door lipped Door opens wrong way	Repair to remove lip Re-hang door	Premises Team	September 2016
Ramps	Lack of ramp to mobile	Activities can be relocated to main building if access if required	N/A	N/A
Toilets	Disabled toilet provided on ground floor	None required – No accessibility implication	N/A	N/A
Reception area	Reposition furniture to allow wheelchair access Fire panel open access with code readable	Resite furniture Resite signage	Premises Team	September 2016
Internal signage	Upgrade/ replacement throughout	New signage needed	Premises Team	September 2016
Emergency escape routes	Doors not linked to fire system Evacuation point signage	Release mechanism to be fitted Include in signage review above	Premises Team	September 2016

Appendix 1: Access audit The Rosebery School

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear	None required – No accessibility implication	N/A	N/A
Lifts	None Required	None required – No accessibility implication	N/A	N/A
Parking bays	Disabled bay adjacent to entrance	None required – No accessibility implication	N/A	N/A
Entrances	Level and ramped	None required – No accessibility implication	N/A	N/A
Ramps	Ramps throughout	None required – No accessibility implication	N/A	N/A
Toilets	Disabled toilet available	None required – No accessibility implication	N/A	N/A
Reception area	Accessible and ramped	None required – No accessibility implication	N/A	N/A
Internal signage	Adequate but need Fire Direction sign outside toilets	Apply signage	Premises Team	September 2016
Emergency escape routes	Signage required in classrooms	Apply signage	Premises Team	September 2016

Appendix 1: Access audit The Compass Belton

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear	None required – No accessibility implication	N/A	N/A
Lifts	None Required	None required – No accessibility implication	N/A	N/A
Parking bays	Disabled bay adjacent to entrance	None required – No accessibility implication	N/A	N/A
Entrances	Level and ramped	None required – No accessibility implication	N/A	N/A
Ramps	Ramps throughout	None required – No accessibility implication	N/A	N/A
Toilets	Disabled toilet available	None required – No accessibility implication	N/A	N/A
Reception area	Accessible and ramped	None required – No accessibility implication	N/A	N/A
Internal signage	Poor quality and confusing	Apply signage	Premises Team	September 2016
Emergency escape routes	In place	None required – No accessibility implication	N/A	N/A

Appendix 1: Access audit The Compass Lingwood

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Single storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear	None required – No accessibility implication	N/A	N/A
Lifts	None Required	None required – No accessibility implication	N/A	N/A
Parking bays	Disabled bay adjacent to entrance	None required – No accessibility implication	N/A	N/A
Entrances	Level and ramped	None required – No accessibility implication	N/A	N/A
Ramps	Ramps throughout	None required – No accessibility implication	N/A	N/A
Toilets	Disabled toilet available	None required – No accessibility implication	N/A	N/A
Reception area	Accessible and ramped	None required – No accessibility implication	N/A	N/A
Internal signage	Clear and in place	None required – No accessibility implication	N/A	N/A
Emergency escape routes	In place	None required – No accessibility implication	N/A	N/A

Appendix 1: Access audit The Locksley School

Feature <i>For example:</i>	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of storeys	Two storey	None required – No accessibility implication	N/A	N/A
Corridor access	Wide and clear	None required – No accessibility implication	N/A	N/A
Lifts	Two Lifts – In full working order	None required – No accessibility implication	N/A	N/A
Parking bays	Disabled bays in car park	None required – No accessibility implication	N/A	N/A
Entrances	Level and ramped	None required – No accessibility implication	N/A	N/A
Ramps	Ramps throughout	None required – No accessibility implication	N/A	N/A
Toilets	Disabled toilet available	None required – No accessibility implication	N/A	N/A
Reception area	Accessible and ramped	None required – No accessibility implication	N/A	N/A
Internal signage	Clear and in place	None required – No accessibility implication	N/A	N/A
Emergency escape routes	In place	None required – No accessibility implication	N/A	N/A