



**The Park Federation Academy Trust
James Elliman Academy**

**Equality and Accessibility Plan
2018-2020**

Approval

Signed by CEO and Federation Principal on behalf of the Board of Directors	Dr. Martin Young
Date of approval	1 st September 2018
Date of review	August 2019

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Section 1: Introduction

At James Elliman Academy (JEA) we are committed to giving all of our children every opportunity to achieve the highest standards. We do this by taking account of pupils' varied life experiences and needs. We will offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. JEA promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

JEA aims to be an inclusive academy. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children.

The Equality Act 2010 replaced previous discrimination law and provides a single piece of legislation covering all the types of discrimination that are unlawful. JEA has a duty to carry out accessibility planning for disabled pupils.

Our academy's accessibility plan is aimed at:

- Increasing the extent to which disabled pupils can participate in the curriculum
- Improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided, and
- Improving the availability of accessible information to disabled pupils

We recognise the need to provide adequate resources for implementing plans and will regularly review them.

Definition of Disability

The Equality Act 2010 defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Section 2: Key Objectives

The school recognises its duty under the Equality Act 2010 to not discriminate against a pupil or potential pupil by treating them less favourably than others.

The Accessibility Plan aims to ensure that:

- The academy draws on the expertise of external agencies to provide specialist advice and support.
- The Special Educational Needs Co-Ordinator (SENCO) has an overview of the needs of disabled pupils.
- There are high expectations.
- There is appropriate deployment and training of learning support staff.
- Successful practice is shared within the academy.
- Disabled pupils have access to extended school

provision. The plan addresses improving access to:

The physical environment;

- Education, facilities and services;
- Information usually provided in written form.

James Elliman Academy Equality and Accessibility Plan 2018 - 2020

Objective	Strategy	Outcome	Timescale/Who
<p>To ensure all areas of the curriculum are accessible to all pupils.</p>	<p>Identify particular needs and what reasonable adjustments can be made to allow equality of opportunity. Consider alternative communication systems. Consider the way in which Information is presented to pupils. Consider ways in which pupils can communicate their ideas. Seek and implement advice offered from external agencies, such as physiotherapists, occupational therapists and the sensory consortium.</p>	<p>All children have access to all areas of the curriculum.</p>	<p>Ongoing subject to the needs of individual children who attend the academy. Principal/SENCO/Vice Principal (VP) Inclusion</p>
<p>To anticipate, plan and offer specific staff training which provides clarity and support strategies to staff which enable them to create a learning environment which encourages all pupils to reach their full potential.</p>	<p>Seek out specialist training according to the needs of children who attend the school.</p>	<p>Staff feel confident to provide appropriate support for all children, including those with disabilities.</p>	<p>Ongoing subject to the needs of individual children who attend the academy. Principal/SENCO/ VP Inclusion</p>

<p>To actively promote equality, including disability equality.</p>	<p>Promote through: Staff Continuing Professional Development (CPD) PSHE lessons (linked to the opening Minds competencies of diversity and emotional intelligence) Assemblies Celebrating difference</p>	<p>Increased whole school awareness of equality and disability issues.</p>	<p>Principal SENCO VP Inclusion Extended School Leaders Chief Operating Officer</p>
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Objective	Strategy	Outcome	Timescale/Who
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<p>Offer alternative ways of providing written material.</p>	<ul style="list-style-type: none"> -Investigate services available through the Local Authority or other providers for converting written information into alternative formats e.g. audio guides for the visually impaired. -Utilise advice and / or resources suggested by external professionals, such as teacher of the visually / hearing impaired, physiotherapists and occupational therapists. -Use technology to aid access to learning materials e.g. magnifying sheets, enlarged texts, braille texts, audio guides, pupils have access to laptops to produce written material if handwriting is an area of difficulty for them. 	<p>If needed the school can provide information in alternative formats.</p> <p>Pupils gain full access to material being used in lessons.</p> <p>Pupils are able to produce written work in a range of formats which demonstrates their ability and understanding of the curriculum.</p>	<p>Principal VP Inclusion SENCO</p>
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<p>To ensure that the physical environment is reviewed to ensure that it allows for equality of access for all.</p>	<p>Carry out a full review of the physical environment (as part of wider monitoring of the physical environment e.g. Health and Safety reviews).</p>	<p>The physical environment is reviewed, and reasonable adaptations made, according to the needs of individual children.</p>	<p>Reviewed Annually Principal VP Inclusion Chief Operating Officer SENCO</p>
<p>To ensure clarity on emergency procedures for pupils / adults who have a disability</p>	<p>-Training of staff on EVAC chair on the first floor -Training of staff on procedures in the event of an emergency</p>	<p>Staff and pupils are safe and able to implement emergency procedures with confidence.</p>	<p>Regular training as needed. Principal VP Inclusion Chief Operating Officer SENCo</p>
<p>To ensure that consultation on this plan is sought.</p>	<p>Consultation is carried out with: Parents/carers (Parent Council) Staff Governors (Academy Council Agenda Item)</p>	<p>This action plan is consulted upon, and amended once views have been established. Consultation is then carried out annually.</p>	<p>Annual consultation Principal Academy Council Members All Staff</p>