



Signhills Academy

Accessibility Plan

Approved by: Trust Board

Dated: 13/09/2024

Last reviewed on: November 2025

Next review due by: November 2026

Signhills Academy ACCESSIBILITY PLAN



1. This Accessibility Plan is compliant 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 on progress of the Accessibility Plan over a prescribed period.
2. This School Accessibility Plan has been drawn up based upon information from our self-evaluation and suitability plan audit. The Accessibility Plan will be reported upon annually in respect of progress and outcomes, and provide a projected plan for the four-year period ahead of the next review date.
3. This Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. Governors, with external advice, will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
4. We are 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.
5. The School Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school. In addition it anticipates the need to make reasonable adjustments to accommodate their needs where practicable. The Accessibility Plan will contain relevant and timely actions to:
 - increase access to the **curriculum** for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as prepared for life as are the able bodied pupils; (If a school fails to do this they are in breach of 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 school 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;
 - increase levels of **staff training** to ensure appropriate levels of care are provided to children with any additional needs.
6. The Accessibility Plan relates to the key aspects of the physical environment, curriculum and training of staff.
7. 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.
8. The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which was originally undertaken by the Local Authority and subsequently updated by the school and 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

Signhills Academy ACCESSIBILITY PLAN



the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

10. 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.

11. The School Brochure / Prospectus will make reference to this Accessibility Plan.

12. The School's complaints procedure covers the Accessibility Plan.

13. The Accessibility Plan will be published on the school website.

14. The Accessibility Plan will be monitored through the appropriate governor committee.

15. The school will work in partnership with appropriate external agencies in developing and implementing this Accessibility Plan.

16. Ongoing Premises projects address accessibility issues where practicable.

Signhills Academy ACCESSIBILITY PLAN



To ensure that all children with medical needs have full access to the curriculum.

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
To ensure that all children with medical needs have full access to the curriculum.	Training identified and implemented in response to individual need Additional arrangements agreed with parents and health professionals.	Children have full access to a broad and deep curriculum that promotes a love of learning. Children have access to all areas of school life.	Ongoing - needs change with time	Training completed; • Epilepsy • Cystic fibrosis • Diabetes • ADHD • Autism (ASD) • Anaphylaxis Children with sig. medical needs attend clubs and residential.
To ensure children with additional needs are not put at a disadvantage if they are unable to attend school due to their condition	To provide access to remote learning if they are well enough to learn from home.	Children with medical needs do not academically fall behind their peers due to unavoidable absence.	Ongoing – to be assessed as and when children’s needs change.	Full live access to the school day available. Devices available for those who need them. Used successfully for a child in hospital.
To ensure staff have relevant up to date training	Calendar of training produced to ensure staff CPD remains current.	Staff aware of issues that may be barriers to learning and strategies to overcome barriers.	Annually	As above
Ensure all policies consider the implications of Disability Access	Review behaviour policy Introduce relevant new policies when the need arises.	SLT and relevant staff to review policies. Relevant staff to carry out suggested changes.	Ongoing	Policy review gives consideration to medical needs

Signhills Academy ACCESSIBILITY PLAN



School Accessibility Plan - 2023 to 2027:

Staff Training

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
Ensure that key staff including, teachers, TA's and Learning Mentors have up to date training from medical professionals for appropriate medical conditions	Invite medical staff into school to train key staff on specific issues relating to children currently on roll at Signhills Academy. Ensure this training is kept up to date as child moves through the school	Staff have a clear understanding of the needs of the child and how to meet them. Staff know what to do in various scenarios including an emergency.	Ongoing	Training completed; - Epilepsy - Cystic fibrosis - Diabetes - ADHD - Autism (ASD) - Anaphylaxis
Ensure that all staff receive annual training on key barriers to learning including SEMH and behavioural / medical conditions.	All staff to be kept up to date with a variety of SEMH and behavioural / medical conditions through an annual CPD calendar.	CPD is up to date and efficient at addressing general knowledge of a variety of issues	Annual	
Ensure that staff working with individuals with medical needs are aware of how to access support for their own SEMH and professional development	Ensure that staff working with key individuals are given time and opportunity to voice any concerns or worries they may have regarding medical care.	Staff are able to express concerns and access support for any arising needs relating to medical care of a child.	Ongoing	Fortis sessions available to all staff 5 members of staff have accessed this.
Promoting equality of opportunity for staff	Monitor data in relation to recruitment, retention and professional development. Encourage disclosure of disability. Incorporate questions into annual staff survey.	Communicate with teacher training and apprenticeship providers re using school for placements.	Ongoing	

Signhills Academy
ACCESSIBILITY PLAN



School Accessibility Plan - 2023 to 2027:

Premises

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
Improve site access to meet diverse needs of pupils, staff, parents and members of the community	Review evacuation signage , fire drill, e-safety , etc Review signage of room functions if necessary Ensure access opportunities for all future building projects	Staff have a clear understanding of the needs of the child and how to meet them. Staff know what to do in various scenarios including an emergency.	Ongoing.	Relocation of Y3 to improve facilities for children with additional needs. Development of Y4 outdoor space. Ramp installed in Y3 for level access

Signhills Academy ACCESSIBILITY PLAN



School Accessibility Plan - 2023 to 2027:

Racial Equality Action Plan

The Race Relations (Amendment) Act 2000 sets out a General Duty which requires all public authorities to which the Act applies, including schools to “have due regard to the need to”:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity;
- Promote good relations between persons of different racial groups.

The general duty to promote race equality is a positive one. As a school we are proactive, to seek to avoid unlawful discrimination before it occurs. Avoiding unlawful discrimination should have the effect of promoting equality and good relations between people of different racial groups.

We therefore have a duty to promote equality of opportunity and to promote good relations between persons of a different race and nationality. This will be through a written racial equality action plan, which identifies actions to be taken to tackle discrimination and to promote equality and good race relations across the whole area of school activity. Additionally, we record racist incidents and to report them to the local authority on a regular basis.

Signhills Academy ACCESSIBILITY PLAN



Racial Equality Action Plan - 2023 to 2027

TARGET	STRATEGY	OUTCOME	TIMEFRAME	ACHIEVEMENT
To reduce under achievement amongst groups of ethnic minority pupils, who are identified through assessment of all kinds	Regular monitoring of standards of attainment and achievement for all groups. Intervention strategies implemented to address gaps as they are identified	Significantly reduced racial incidents.	Termly	
To promote racial equality and address any form of racial bullying, stereotyping or segregation in school To promote positive relationships between different ethnic groups	Address racial issues through assemblies, PSHE and citizenship Address bullying incidents using behaviour policy and record on CPOMS Report any racial incidents to the LA		Ongoing	Racial incidents in last 2 years; 4 children (and families) engaged with in response to their use of racist language.
To check data to cover racial issues which inform policy making, target setting	Review in-school data to identify issues		Annually	
To develop awareness and understanding of particular barriers faced by racial groups	Staff CPD	Reviewed staff training available on a routine basis	As required	PREVENT training – all staff Racism Training – all staff