

# David Nieper Academy Accessibility Plan

**David Nieper Academy**

**Date: 2017 - 2019**

## **Introduction**

David Nieper Academy is committed to providing a full, inclusive curriculum and learning environment for all students.

We moved into a brand-new academy building in February 2017 on the original school site. This building is a three-storey block with a separate Sports hall. The building has a lift ensuring that all floors are accessible. All Faculty areas have classrooms with height adjustable tables or workbenches. The main hall is fitted with a hearing loop. Help call points are installed on each floor and safe areas are designated on each floor in the event of a fire.

The grounds of the academy continue to be redeveloped and we currently have a temporary entrance which does require a long walk down a steep path to the building. Access to the building will be much improved once the grounds are redeveloped and returned to the academy. This will include disabled parking near the entrance and a ramp alongside the steps.

The Governing Body recognises its responsibilities under the Equality Act 2010. As part of the Equality Act protected characteristics include:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The accessibility plan addresses three interlining areas:

- Improving access to the curriculum of the academy
- Improving access to the physical environment of the academy
- Improving access to written information to disabled students

### Improving access to the curriculum of the academy

Target	Tasks	Timescale	Resources	Responsibility	Impact
Ensure that all students have access to an appropriate curriculum and interventions.	Keep under review our curriculum offer KS3/4/5	Ongoing		SLT	Broad and balanced and appropriate curriculum on offer for all students with clear progression links.
	Provision of our own alternative provision within the academy utilising the Princes Trust qualifications and external work placements.	Sept 2017	Full staffing provided and alternative provision manager in place	EME/SLT	
	Enrolment of students on external alternative provision where this is deemed the most appropriate course of action for the individual	Ongoing	Budget allocated	EME/SLT	
Support students and parents with KS4/ 5 option choices	Full information provided for all Year 8 and Year 11 students including external speakers and visits. Year 8 options event and 121 meetings with students and parents.  Careers advice available throughout the year for groups or 121 and available for parents at parents' evenings.	Autumn term	Built into tutor/ assembly time	Year 11 PAL	All students provided with full and ongoing advice, guidance and support at all transition points.
		Ongoing	DCC careers advisor	KHO	
		Ongoing			

	Ongoing support for students who join the academy within the year or who change their minds		Homework club	EME	
All staff to be provided with ongoing professional development to support and enhance access to the curriculum	Ongoing CPD programme throughout the year	Ongoing	CPD programme	SBA	Full information available to staff with ongoing training and support provided.
	Staff provided with full student information including Pupil Passports	Ongoing	Learning support team	EME	
	Ongoing support from Learning support team	Ongoing	Learning support team	EME	
Required support provided to ensure curriculum accessibility	To keep under review the requirements of all students and to address these in a prompt manner.	Ongoing	Learning support team in conjunction with external agencies	EME	Ongoing adjustments or equipment to be purchased as required to ensure that all students can access the curriculum.

## Improving access to the physical environment of the academy

Target	Tasks	Timescale	Resources	Responsibility	Impact
All areas of the academy to be accessible and compliant with requirements	Site team to keep all areas (internal and external) of the academy under review.	Ongoing	Site team	KHO	<p>Full complainant access to all areas</p> <p>Disabled access maintained at all times</p> <p>Lifts are working at all times</p> <p>Health and safety considerations are taken into account and regularly reviewed.</p>
	Additional care and attention to be taken with the temporary entrance and pathway	Ongoing	Site team	KHO	<p>Temporary entrance and path to be maintained to a high standard. Staff provided to accompany wheelchair users from the carpark.</p>
	To review access arrangement in the morning and at the end of the day when students leave the site to ensure that students and staff are safeguarded from external visitors.	Ongoing until grounds work completed	Site team, duty staff and CCTV	SLT	<p>To ensure that students and staff are safeguarded at all times.</p>

## Improving access to written information

Target	Tasks	Timescale	Resources	Responsibility	Impact
All policies to be in place, kept up to date and reviewed as appropriate	All David Nieper Academy policies to be written and approved by governors and then reviewed as appropriate.	Ongoing	Time, Governor and link governor meetings	SLT	All policies in place and updated and reviewed regularly
Keep under review all forms of communication with parents and carers to ensure that we are meeting any accessibility needs.	To be proactive in reviewing and anticipating the needs of our families through ongoing discussion and liaison with feeder schools.	Ongoing	Meeting time – Heads cluster meetings and 121	KHO	Effective communication with feeder schools
	Pastoral support managers to instigate and maintain regular contact with families including home visits and to advise as to any amendments, variations or adjustments required to our usual communication.	Ongoing	PSM time and investment in resources where required	PSM/EME	Individual needs met with variations to communication provided.