

David Nieper Academy Accessibility Plan

David Nieper Academy

Date: 2020 2023

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 work benches. 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 were completed in November 2019. The new entrance has a long pupil walkway with steps down to the academy building and an appropriate ramp for step free access. Disabled parking is near the entrance at the front of the building.

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.

	<p>qualifications and external work placements.</p> <p>Enrolment of students on short term external alternative provision where this is deemed the most appropriate course of action for the individual. Full quality assurance and tracking by Academy staff to be in place. Targets are set effectively and are appropriate for students with additional needs</p> <p>Creation of KS3 internal alternative Provision. To provide short- and medium-term bespoke support to pupils with additional and/ or behavioural needs</p>	<p>20-23</p> <p>Sept 2020</p>	<p>manager in place Budget allocated</p> <p>Budget allocated. With provision manager in place supplemented by specialist teaching where required</p>	<p>EME</p> <p>EME</p>	<p>alternative provision. Pupils able to access a greater number of relevant qualifications</p> <p>Pupils are able to access external specialist support to supplement not replace in school provision</p> <p>Pupils are able to access external specialist support to supplement not replace in school provision</p>
<p>Support students and parents with KS4/ 5 option choices</p>	<p>Full information provided for all Year 9 from 2021 and Year 11 students including external speakers and visits. Year 9 options event and 121 meetings with students and parents.</p> <p>Careers advice available throughout the year for groups or 121 and available for parents at parents' evenings.</p> <p>Ongoing support for students who join the academy within the year or who change their minds regarding option or Sixth Form choices</p>	<p>Autumn term onwards</p> <p>Autumn onwards</p> <p>As required</p>	<p>Built into tutor/ assembly time</p> <p>External careers advisor along with academy staff</p> <p>External careers advisor/ internal career and advice guidance</p>	<p>Key Stage 3,4,5 PALs/ SLT</p> <p>CRU</p> <p>CRU</p>	<p>All students provided with full and ongoing advice, guidance and support at all transition points.</p> <p>All pupils provided with external, impartial advice which is also accessible by parents.</p> <p>Additional support provided for pupils new to the academy and those requiring additional advice</p>

<p>All staff to be provided with ongoing professional development to support and enhance access to the curriculum</p>	<p>Ongoing CPD programme throughout the year</p> <p>Staff provided with full student information including Pupil Passports</p> <p>Ongoing support for teachers and Faculties from Learning support team</p>	<p>Annual plan provided each September</p> <p>Reprinted for all each September – updated every half term</p> <p>Annual provision of TAs as SEND pupil named key workers</p>	<p>CPD programme</p> <p>Learning support team</p> <p>Learning support team</p>	<p>CRU</p> <p>EME</p> <p>EME</p>	<p>Full information available to staff with ongoing training and support provided.</p> <p>Staff feel more confident working with all pupils and have a good awareness of need</p> <p>SEND pupils have named person who knows them very well</p>
<p>Required support provided to ensure curriculum accessibility</p> <p>Improve the delivery of information to students with a need and/or disability</p>	<p>To keep under review the requirements of all students and to address these in a prompt manner.</p> <p>To ensure the academy uses a wide range of communication methods to ensure information is accessible, including: Large Print Resources Braille Pictorial or Symbolic representations Internal Signage Hearing Loops</p>	<p>Reviewed each September and throughout the year</p> <p>Reviewed each September and throughout the year</p>	<p>Learning support team in conjunction with external agencies</p> <p>Learning support team in conjunction with external agencies</p>	<p>EME</p> <p>EME</p>	<p>Ongoing adjustments or equipment to be purchased as required to ensure that all students can access the curriculum.</p> <p>Ongoing adjustments or equipment to be purchased as required to ensure that all students can access the curriculum.</p>

Improving access to the physical environment of the academy

Target	Tasks	Timescale	Resources	Responsibility	Impact
<p>All areas of the academy to be accessible and compliant with requirements</p>	<p>Site team to keep all areas (internal and external) of the academy under review.</p>	<p>Half termly reviews ongoing</p>	<p>Site team</p>	<p>JWI</p>	<p>Full compliant access to all areas</p> <p>Disabled access maintained at all times including disabled toilets</p> <p>Lifts are working at all times</p> <p>Health and safety considerations are taken into account and regularly reviewed.</p> <p>Full complainant access to all areas</p>
<p>To work with the ESFA and contractors to ensure that all building and ground snags and defects are addressed in a timely manner.</p>	<p>Site manager to report and track all defects and snags</p>	<p>Half termly site meetings held with ongoing dialogues where required for immediate attention to any items</p>	<p>Site team</p>	<p>CBI</p>	<p>Health and safety considerations are taken into account and regularly reviewed.</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.	See policy timeline	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.	Half termly meetings	Meeting time – Heads cluster meetings and 121	KHO	Effective communication with feeder schools
	Family Support Manager and 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 with regular review meetings	Time and investment in resources where required	Family Support Manager /EME	Individual needs met with variations to communication provided.