



## **Accessibility Policy and Action Plan Analysis 2023-2024**



***At Two Mile Ash School, high standards of achievement, behaviour and respect for each other, underpin everything we do. Our teachers strive to create independent, articulate thinkers and learners who have the confidence to realise their ambitions. Our pupils are happy, highly engaged and thrive from a rich and vibrant curriculum. This drives us in our pursuit for achieving excellence every day.***

## **Philosophy**

At TMA the spiritual, social, moral and cultural development of all our children and being safe is paramount. We believe that the most important function of the school is to maintain an environment in which every member of the school is able to achieve success and self-fulfilment. There must be a total consistency of expectation that everyone (irrespective of gender, race or culture) should feel safe and secure, have empathy for all others, and place a high value upon individual achievement and personal development.

## **TMA ethos in relation to Accessibility and Disability.**

### **Introduction**

- 1.1 Within our school creed and ethos we clearly state the importance of valuing the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.
- 1.2 The Disability Discrimination Act (DDA) of 1995 aims to end discrimination against people with disabilities and to improve access in all areas of life. Since 2002, it has been unlawful for schools and Local Education Authorities to discriminate against pupils with disabilities in admissions and exclusions, in education, and in associated services.
- 1.3 From 1st October 2004, it became unlawful to discriminate against people with disabilities by preventing them from having access to premises. Along with all other public buildings, our school is required to make 'reasonable adjustments' to enable access.
- 1.4 At TMA, we recognise that the Disability Discrimination Act 1995 places the following duties upon us:
  - Not to treat disabled pupils less favourably for a reason related to their disability
  - To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage
  - To plan to make reasonable adjustments to the school buildings so that there is an increased access to education for disabled pupils and to make the school buildings more accessible for disabled persons.
- 1.5 The planning duties of the DDA makes three requirements of the Governing body:
  - To increase the extent to which disabled pupils can participate in the school curriculum
  - To improve the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services
  - Improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.

Schools are required to resource, implement and review their accessibility plan as necessary. This plan will be monitored and evaluated by the General Purposes Committee of the board of governors. The plan within this policy sets out the Governors' proposals for increasing access to education for disabled pupils.

1.6 Our Accessibility Plan details the changes required to our buildings and to other aspects of our school, so that we fulfil our legal requirements, and remove barriers to inclusion for all pupils and staff with disabilities.

## **2. What is disability?**

2.1 The Disability and Discrimination Act states that 'a person suffers from a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities'.

2.2 Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long-term and substantial effect on pupils' everyday lives.

2.3 Disability is not the same as special educational needs; not all children who are defined as having a disability have special educational needs, and vice versa.

## **3. Aims and objectives**

3.1 Our school aims to be an inclusive school. 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 all our children, and this of course includes pupils with disabilities.

3.2 We will ensure that pupils with disabilities have the same opportunities as non-disabled pupils to benefit from the education our school provides.

3.3 We will not treat a pupil with a disability less favourably than others because of the nature of his/her disability.

3.4 We will make all reasonable adjustments to ensure that a pupil or member of staff with disabilities is not placed at a disadvantage.

3.5 We will do our best to anticipate the needs of a pupil or staff member with disabilities before s/he joins the school.

#### **4 Removing barriers**

4.1 The school must make reasonable adjustments to ensure that pupils and members of staff and of the public are not disadvantaged.

4.2 Disabilities can limit the extent to which children are able to participate in the curriculum and can impede the delivery of information. So, for example, if a child suffers from hearing loss, the teacher will always try and face the child when addressing the class, or, in severe cases, the teacher may wear a microphone and transmitter.

4.3 The Accessibility Plan covers the measures we have already taken, and are still taking, to improve our school.

#### **5 The Physical Environment**

5.1 We will endeavour to improve provision for disabled pupils and staff by developing the physical environment of the school, within the limits of the resources available. Where necessary, we will try to improve the following:

- access to the school, by installing ramps and handrails
- movement around the building, e.g., by adaptations, such as improved colour schemes, for people with impaired sight;
- accommodation within the building, by providing toilets for disabled pupils, soundproofing for pupils with impaired hearing, and medical rooms;
- information and communication technology, by selecting appropriate hardware and software.
- signage, by putting it in clear print.

#### **6 The curriculum**

6.1 We use teaching strategies to enhance learning and participation in a broad and balanced curriculum. We find ways in which all pupils can take part in sport, music and drama. We plan our out-of-school activities and school trips in such a way that pupils with disabilities can participate.

6.2 We use language that does not offend, and we make staff and pupils aware of the importance of language.

6.3. The school regularly reviews the way in which resources are matched to the needs of all the children. If necessary, to improve our provision, adjustments will be made to classroom organisation, the deployment of support staff, timetabling and staff training.

6.4 Many of the adjustments we make are dependent upon individual needs, and we are moving towards more individualised approaches through one-page Pupil Profiles (where appropriate) and Provision Maps.

6.5 We seek to respond to guidance from the parents and children and we welcome the advice from external agencies such as Specialist Teachers, Physiotherapists and Occupational Health.

### **7. Admissions**

7.1 In line with the Equality Act, children with a disability will be admitted in accordance to our admissions criteria. Children who have an EHCP, will need follow the named school procedures through the local authority.

### **8. Information**

8.1 Information normally provided in writing (lesson content, texts, library resources and information about school events) will be made available in alternative formats that are clear and user friendly if required. This may be in the format of Braille or large print. Alternatively, it may be transmitted orally or through lip-speaking or sign language.

### **Safeguarding:**

At Two Mile Ash School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe that students have a right to learn in a supportive, caring and safe environment, which includes the right to protection from all types of abuse; where staff are vigilant for signs of any student in distress and are confident about applying the processes to avert and alleviate any such problems. If any behaviour is a concern in relation to safeguarding TMA procedures and processes will be followed, at all times, in accordance with the Safeguarding and Child Protection Policy.

Any concerns will be referred to the Child Protection Safeguarding Officers; Hayley Cook (Designated Safeguarding Lead), Sophie Haycock (Deputy Safeguarding Lead), Lucy Eldridge, Heather Cormack-Mattu, Sally Scriven, Mary Roberts and Natalie Phillips as procedures state.

Our Safeguarding Governor is Mr Karl Enright.

### Previous Adaptations Made to Two Mile Ash School

- Inclusion of an individual toilet with disabled access within Lower School.
- Ramp access to some classrooms and to the playground.
- Handrails fitted to some staircases within school.
- Installation of electronic white boards in all teaching rooms- it is recognised that children with SEND barriers to learning and children who are partially sighted, find it easier to learn when an electronic whiteboard is used.
- Increase in ICT provision in school through iPad and assistive technologies.
- A matron trained within school to support children within school to access the curriculum and cater for individual needs.
- Provision of a disabled parking bay in front of the school.
- Clear signage around school.
- Yellow strips on all steps and key 'transitionary' points to support individuals with visual impairments.
- Improved provision within school to include gross motor skills lessons with Head of PE.
- Collaborative Extra- curricular programme for children with disabilities and links made with other schools in MK.

### Improving the Access to the Curriculum 2022-23 (REVIEW)

Objective	Strategy	Outcome	Timescale	Goal Achieved (Review Sept 2023)
To increase the awareness of pupils and staff to alternative methods of teaching through nationally acclaimed days that celebrate diversity of need.	Research over the years the variety of National days that take place with which we can support in school that strengths awareness of disabilities. E.g. No Pens Day for promoting speech and language, Wear Yellow.	Children and staff will increase awareness of how lessons can be made more personalised and unique to support disabilities.	Throughout the year	<p>This year we celebrated a week in the summer term where we learned about a belonging at TMA and a few of the following protective characteristics:</p> <ul style="list-style-type: none"> <li>• Accepting all race, religions and beliefs</li> <li>• Accepting all genders and sexual orientations</li> <li>• Accepting all disabilities</li> <li>• Accepting all ages</li> <li>• Accepting pregnancy and maternity</li> </ul> <p>We also celebrated World Mental Health Day.</p>
To continue to develop the skill set of specialists within school to ensure that the highest quality support is available for training staff	<p>Specialist job roles include (Speech and Language Therapist, Children’s Wellbeing Specialist form the Pupil Support Team)</p> <p>Specialist training provided for the members of the team which will be</p>	<p>Increase in specialist advice for teachers which will lead to positive pupil outcomes.</p> <p>For members of pupil support team to create CPD menu for teachers to attend sessions in relations</p>	<p>Refresh and update of the Pupil Support information Booklet.</p> <p>Audit of staff training needs Autumn Term</p> <p>Training to be delivered throughout the year</p>	<p>LSA's did attend training provided by the LA these included:</p> <ul style="list-style-type: none"> <li>• CATHS</li> <li>• Precision Teaching</li> <li>• Intensive Interaction</li> <li>• Attention Autism</li> <li>• TEAM Teach</li> </ul>

	<p>disseminated across all staff within the school.</p> <p>Training programme from the specialist within school set up for teachers and LSAs across the year based on a staff audit of training needs.</p>	<p>to key interventions and supports attended by children across the school.</p>	<p>through INSET/T&amp;L Sessions/Individual coaching and mentoring.</p>	<ul style="list-style-type: none"> <li>• Supporting ASC</li> <li>• Emotional Based School Avoidance</li> <li>• Positive Behaviour Support</li> <li>• Emotional Regulation/Zones</li> <li>• Sensory Activities</li> </ul> <p>We also held whole school training on the following:</p> <ul style="list-style-type: none"> <li>• Whole school approach to inclusion and awareness of budgets</li> <li>• Writing SMART targets SEND specific training</li> <li>• High Quality Teaching a focus of AfL</li> <li>• Adaptive teaching in the classroom</li> </ul>
<p>To increase the range of specialist provision for the pupils across the school.</p>	<p>PE specialist to have timetabled slots to deliver fine/gross motor skills</p>	<p>The provision offered to TMA pupils will continue to be more extensive and</p>	<p>Interventions identified within Autumn Term 2022</p>	<p>Music Therapy was provided for those children</p>



	<p>sessions across the week and meet with external professionals. To be supported by skilled LSA in delivery (if required).</p> <p>Music Specialist to deliver music therapy once a week to be supported by LSAs working with those children.</p> <p>Speech and Language Therapist to continue to work alongside school staff to provide specialist training, assessment and intervention within school and across the IFTL.</p> <p>Children's wellbeing specialist to continue to develop and offer a range of new specialist programmes within school and beginning to share best practice and skill set with PATH schools and within the Trust</p>	<p>lead by professionals within the specific area leading to a high quality of provision.</p>	<p>and program of interventions deployed throughout year.</p>	<p>accessing our Nest Provision.</p> <p>Interventions for life skills such as cooking, as well as reading and phonics were deployed throughout the year.</p> <p>With our speech and language Therapist on maternity leave we employed an outreach Therapist who has attended school twice a term to work and train LSAs.</p>
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<p>To further develop the extra-curricular provision opportunities on offer at school and embed these within the whole school calendar.</p>	<p>Continue to attend PE days e.g. Playground to Podium, MK Springers etc, which are specifically developed for children with disabilities and make these part of the whole school calendar.</p> <p>To offer a residential visit suitable for all children including those with special educational needs or disabilities.</p>	<p>The amount of extra-curricular opportunities for children with disabilities will increase across the school year.</p>	<p>Throughout the year.</p>	<p>116 (87%) of SEND represented TMA in at least one fixture/competition last year. Inclusive events attended for the first time in sports including Bowls and Archery. In addition, we hosted and took part in Rounders, Dodgeball, Baseball, Football events targeted at SEND pupils. Furthermore, MKSSP-run Kommando Kids festivals attended in Gymnastics and Climbing – these sessions were aimed at SEND pupils as well as those with low self-esteem.</p> <p>80 (60%) represented their House in a House Sport Competition (not including Sports Days and House Runs in which all children took part). These were in sports such as Football, Dodgeball, Speed Stacking and Skipping</p>
<p>To further allow access for more children to</p>	<p>To continue to invest in new technology to provide</p>	<p>Technology within the school will be maximised</p>	<p>Throughout the year</p>	<p>The introduction of a set of 35 iPads per year group</p>

alternative methods of recording work through the use of technology.	<p>alternative methods of recording learning.</p> <p>To source new 'apps' to provide specific learning opportunities – especially for children with a VI.</p> <p>Liaison with the Specialist teacher from the local authority for ICT to discuss further ICT approaches and APPs to support children further.</p>	to support children who need to use alternative methods of recording.	<p>Audit of use of technology in the classroom</p> <p>Pupil voice about methods of recording in the classroom</p>	<p>has supported the use of alternative recording. We are now moving towards 1:1 devices for every pupil.</p> <p>There are three iPads allocated in The Nest for children to record their work on apps such as Clicker and Showbie.</p> <p>Specialist teacher from the LA authority issued three pupils with a laptop after an ICT consultation.</p>
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### Improving Delivery of Written Information 2022-23 (REVIEW)

Objective	Strategy	Outcome	Timescale	Goal Achieved
To increase the knowledge and accountability of all staff as teachers of children with different needs and disabilities.	Ongoing training for all staff on SEN and Disabilities so there is a consistent delivery of information to parents.	Staff will have an increasing knowledge and take responsibility for communicating clearly with parents, children and stakeholders.	Throughout the year.	Teachers have been in receipt of a CPD package and this will continue into 2023/24 due to the varying needs of children transitioning into school.



<p>To continue to ensure the website is clear for all parents in the delivery of written information.</p>	<p>Website pages showing a consistent approach and being clear in the approach.</p> <p>An awareness for parents that reception will also give out verbally any information needed on the website.</p>	<p>Parents will have a clear, easy way of accessing written information, especially if they find it difficult to access verbal information.</p>	<p>Autumn Term and then updated regularly throughout the year.</p>	<p>This academic year, we have shared information via parent pay, as well as school SEND Coffee Mornings. We have also recorded these and put them on the website for parents to access.</p>
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**Developing access to the Physical environment of the School 2022-23 (REVIEW)**

Objective	Strategy	Outcome	Timescale	Goal Achieved
<p>To carefully consider access arrangements around the entire school and classrooms across the site for children with Visual Impairments, Hearing Impairments and gross motor needs</p>	<p>To continue to work extensively with the VI and HI. Continuing with training and staff CPD for the class teacher, Head of Pupil Support and appropriate LSA lead.</p> <p>Recommendations to work space and outside space to</p>	<p>The individual children will be able to access all areas of school and classroom independently to the best of their ability.</p>	<p>Throughout the year.</p>	<p>Worked closing with HI team from the LA and conducted staff training for those teachers who required it.</p>

	be made to HOY and new class teachers.			
To carefully consider the classroom children with disabilities will work in to provide an optimum working environment for them.	<p>Discussion at the end of the previous academic year to take into consideration classroom spaces for individual children or teachers.</p> <p>To involve the specialist teams from external agencies to support class teachers in the setting up of classrooms in readiness for receiving students, using pen portraits and in school support and guidance.</p>	Increased learning outcome for children to ensure the learning environment matches their needs and reduces any difficulties in movement, sound or vision.	By September 1 <sup>st</sup> 2023 and then reviewed throughout the academic year.	<p>Discussions happened to allocated individuals in suitable classrooms based on their needs.</p> <p>This year, we have had the specialist teaching team from the LA to give advice to teachers and support staff on supporting individual children with needs.</p>
To carefully consider the structure of lunchtime for children with disabilities to provide optimum environment for them to engage in the social aspects of education.	Discussion with Supervision team and Senior management team about structure in place and the successes of this from previous year. To take into consideration aspects that may need to be adjusted based on changes to cohort (as appropriate).	Increased learning outcome for children to ensure the learning environment matches their needs and reduces any difficulties in movement, sound or vision.	Reviewed throughout the academic year.	Structured lunchtimes in place for those children who require it.

	<p>CPD for our Midday supervisors to enable them to build skills in supporting key children out on the playground, how to speak, use visuals or games to initiate and play.</p> <p>Structured lunch and playtime in place for children with disabilities, run by learning support assistants.</p>			
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**Improving the Access to the Curriculum 2023-24**

<b>Objective</b>	<b>Strategy</b>	<b>Outcome</b>	<b>Timescale</b>	<b>Goal Achieved (Review Sept 2024)</b>
To continue increase the awareness of pupils and staff to alternative methods of teaching through nationally acclaimed days that celebrate diversity of need.	Research over the years the variety of National days that take place with which we can support in school that strengths awareness of disabilities. E.g. No Pens Day for promoting speech and language, Wear Yellow.	Children and staff will increase awareness of how lessons can be made more personalised and unique to support disabilities.	Throughout the year	

<p>To continue to develop the skill set of specialists within school to ensure that the highest quality support is available for training staff</p>	<p>Specialist job roles include (Speech and Language Therapist, Children’s Wellbeing Specialist and a learning mentor from the Pupil Support Team)</p> <p>Specialist training provided for the members of the team which will be disseminated across all staff within the school.</p> <p>Training programme from the specialist within school set up for teachers and LSAs across the year based on a staff audit of training needs.</p>	<p>Increase in specialist advice for teachers which will lead to positive pupil outcomes.</p> <p>For members of pupil support team to create CPD menu for teachers to attend sessions in relations to key interventions and supports attended by children across the school.</p>	<p>Refresh and update of the Pupil Support information Booklet.</p> <p>Audit of staff voice on training needed.</p> <p>Training to be delivered throughout the year through INSET/T&amp;L Sessions/Individual coaching and mentoring.</p>	
<p>To increase the range of specialist provision for the pupils across the school.</p>	<p>PE specialist to have timetabled slots to deliver fine/gross motor skills sessions across the week and meet with external professionals. To be supported by skilled LSA in delivery (if required).</p> <p>Music Specialist to deliver music therapy once a week</p>	<p>The provision offered to TMA pupils will continue to be more extensive and lead by professionals within the specific area leading to a high quality of provision.</p>	<p>Interventions identified within Autumn Term 2023 and program of interventions deployed throughout year.</p>	



	<p>to be supported by LSAs working with those children.</p> <p>Speech and Language Therapist to continue to work alongside school staff to provide specialist training, assessment and intervention within school and across the IFTL.</p> <p>Children's wellbeing specialist to continue to develop and offer a range of new specialist programmes within school and beginning to share best practice and skill set with PATH schools and within the Trust</p>			
<p>To further develop the extra-curricular provision opportunities on offer at school and embed these within the whole school calendar.</p>	<p>Continue to attend PE days e.g. Playground to Podium, MK Springers etc, which are specifically developed for children with disabilities and make these part of the whole school calendar.</p>	<p>The amount of extra-curricular opportunities for children with disabilities will increase across the school year.</p>	<p>Throughout the year.</p>	

	To ensure that residential visits are suitable for all children including those with special educational needs or disabilities.			
To further allow access for more children to alternative methods of recording work through the use of technology.	To continue to roll out the 1:1 devices throughout the school. To source new 'apps' to provide specific learning opportunities – especially for children with a VI. Liaison with the Specialist teacher from the local authority for ICT to discuss further ICT approaches and APPs to support children further.	Technology within the school will be maximised to support children who need to use alternative methods of recording.	Throughout the year Audit of use of technology in the classroom Pupil voice about methods of recording in the classroom	

**Improving Delivery of Written Information 2023-34**

Objective	Strategy	Outcome	Timescale	Goal Achieved (Reviewed 2024)
To increase the knowledge and accountability of all staff	Ongoing training for all staff on SEN and Disabilities so there is a	Staff will have an increasing knowledge and take responsibility for	Throughout the year.	

as teachers of children with different needs and disabilities.	consistent delivery of information to parents.	communicating clearly with parents, children and stakeholders.		
To adapt the delivery of information for different audiences.	<p>Awareness for all staff that some parents may prefer information being shared verbally rather than in a written report.</p> <p>Ensure all written reports from external agencies are shared in person with parents to offer clarity verbally to any information that is written.</p> <p>Offer support for parents in their need to provide written information e.g., School Placements Applications.</p> <p>All reports, assessments that take place during the school day are communicated in a timely manner in the way in which parents prefer. This can be over the</p>	<p>Parents and pupils will feel like they have all the information they need regarding their needs and feel supported by the school within all school processes.</p>	<p>Throughout the year.</p> <p>Autumn Parents Evenings</p> <p>Throughout the year as necessary.</p>	

	telephone, in person or over video call. Parents are informed of their child attending any interventions.			
To continue to ensure the website is clear for all parents in the delivery of written information.	Website pages showing a consistent approach and being clear in the approach.  An awareness for parents that reception will also give out verbally any information needed on the website.	Parents will have a clear, easy way of accessing written information, especially if they find it difficult to access verbal information.	Autumn Term and then updated regularly throughout the year.	

**Developing access to the Physical environment of the School 2023-24**

Objective	Strategy	Outcome	Timescale	Goal Achieved
To carefully consider access arrangements around the entire school and classrooms across the site for children with	To continue to work extensively with the VI and HI. Continuing with training and staff CPD for the class teacher, Head of	The individual children will be able to access all areas of school and classroom independently to the best of their ability.	Throughout the year.	

<p>Visual Impairments, Hearing Impairments and gross motor needs</p>	<p>Inclusion and appropriate LSA lead.</p> <p>Recommendations to work space and outside space to be made to HOY and new class teachers.</p>			
<p>To carefully consider the classroom children with disabilities will work in to provide an optimum working environment for them.</p>	<p>Discussion at the end of the previous academic year to take into consideration classroom spaces for individual children or teachers.</p> <p>To involve the specialist teams from external agencies to support class teachers in the setting up of classrooms in readiness for receiving students, using pen portraits and in school support and guidance.</p>	<p>Increased learning outcome for children to ensure the learning environment matches their needs and reduces any difficulties in movement, sound or vision.</p>	<p>By September 1<sup>st</sup> 2023 and then reviewed throughout the academic year.</p>	
<p>To carefully consider the structure of lunchtime for children with disabilities to provide optimum environment for them to</p>	<p>Discussion with Supervision team and Senior management team about structure in place and the successes of this from previous year. To</p>	<p>Increased learning outcome for children to ensure the learning environment matches their needs and reduces any difficulties in</p>	<p>Reviewed throughout the academic year.</p>	

<p>engage in the social aspects of education.</p>	<p>take into consideration aspects that may need to be adjusted based on changes to cohort (as appropriate).  CPD for our Midday supervisors to enable them to build skills in supporting key children out on the playground, how to speak, use visuals or games to initiate and play.  Structured lunch and playtime in place for children with disabilities, run by learning support assistants.</p> <p>Implementation of the Sensory garden will add to the capacity of outdoor spaces for children with disabilities.</p>	<p>movement, sound or vision.</p>		
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**Version:**

V1 - Monday 12<sup>th</sup> July 2021

V2 – Thursday 21<sup>st</sup> July 2022

V3 – Wednesday 12<sup>th</sup> October 2022

V4 – Monday 11<sup>th</sup> September 2023

**Approval:**

This policy was ratified by the PATH Local Governing Body.

**Next Review on or before:**

**September 2024**

This policy will be reviewed annually by the Two Mile Ash Strategic Leadership Team and approved by the Governing Body at least on an annual basis (although amendments prior to this may occur to reflect the key changes and proposals within curriculum currently occurring)