

Home Tree School
Accessibility Plan for the period September 2024 to September 2027

Legal Status:

- Special Educational Needs and Disability Act (SENDA)
- Equality Act (2010) and The Public Sector Equality Duty (2011)

Our school Strategy:

- Our school strategy is to address and comply with the requirements of the Disability Discrimination Act 1995 and the Special Educational Needs and Disability Act (SENDA), as amended.

Applies to:

- the whole school inclusive of activities outside of the normal school hours;
- all staff (teaching and support staff), the proprietor and volunteers working in the school.

Availability:

- This policy is made available to parents, carers, staff and pupils from the school office.

Monitoring and Review:

- This policy will be subject to continuous monitoring, refinement and audit by the Headteacher.
- The Proprietors undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.



Tawanda Madhlangobe
Interim Executive Headteacher
September 2024

| Target | Tasks | Timescale | Related Policies | Finance | Responsibility | Monitoring | Success Criteria |
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| <p>ACCESS TO ICT</p> <p>Ensure access to computer technology appropriate for pupils with disabilities including auxiliary aids.</p> | <ul style="list-style-type: none"> ICT plan includes prioritised purchasing list for computer technology as required for pupils with disabilities. School staff to update on available technology on a termly basis. | As required - unless needs of pupils in school require immediate action. | <p>School Equality & Diversity Framework</p> <p>Curriculum policy</p> | Up to £1500 | Head Teachers | Director. | <p>Access to appropriate computer technology will be improved for all disabled pupils.</p> <p>Variety of computers on bottom floor required/apple technology.</p> |
| <p>ACCESS TO CURRICULUM</p> <p>Reflect identified areas of need in lesson planning and delivery.</p> | <ul style="list-style-type: none"> Incorporate protected characteristic awareness into all planning of lessons including extra support, 1-1 teaching, extended times and home-based learning. Ongoing programme of staff training in disability awareness to reflect diverse needs of students within the school & anticipatory duties. Purchase of resources to increase student participation. | Ongoing | <p>Equality & Diversity</p> <p>Inclusion</p> <p>Curriculum policy</p> | <p>Curriculum area plans.</p> <p>Included in company training budget</p> | All teaching staffs. | Head Teacher | Improved access to curriculum for all pupils including those who are pregnant, pupils who have recently given birth, pupils under Gender reassignment and pupils with partial hearing. |
| <p>INVOLVEMENT IN THE SCHOOL</p> <p>Prioritise student participation in school activities.</p> | <ul style="list-style-type: none"> Promote student awareness of the rights of the child, especially Article 23: Children should have special care & support if they need it. | Ongoing | <p>Citizenship & PSHE</p> <p>Participation & Involvement framework.</p> | N/A. | <p>Head Teacher</p> <p>Staff</p> | Director | <p>Increased participation in school life for students with disabilities.</p> <p>Inclusion in all school related</p> |

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| <p>Ensure all students are aware of diverse groups, by educating pupils we can eliminate discrimination and other prohibited conduct</p> | <ul style="list-style-type: none"> ▪ Ensure student activities are accessible to all students including workshop, outdoor activities and PE. <p>Introduce Stonewall Teaching and Learning Resources for Teaching of diversity and equality</p> <p>Update behaviour/anti bullying policy and make students aware of changes.</p> | | <p>School risk assessments.</p> <p>Anti-bullying. Behaviour Support Policy</p> | | Care staff | | <p>activities eg assisting with childcare for maternity based students.</p> |
| <p>SCHOOL POLICIES</p> <p>Ensure all policies consider the implications of Disability Access, Inclusion for all groups, appreciating for equality & diversity and anti-bullying behaviour.</p> | <ul style="list-style-type: none"> ▪ To update all school policies to run in line with the 2010 Equality Act and to consider all protected characteristics. <p>To ensure all students are free from Direct, Indirect discrimination, Harassment and Victimisation.</p> | <p>Ongoing</p> <p>Governance audit each October</p> | All Policies. | n/a. | Head Teacher | Director | <p>Access to all aspects of school life for all students.</p> |
| <p>SCHOOL BUILDINGS</p> <p>Ensure that access to school buildings and site can meet diverse pupil needs including access for wheelchair bound pupils.</p> <p>Not feasible at Sessions House due to listed building</p> | <ul style="list-style-type: none"> ▪ Accessibility & clarity of signs around school. ▪ Awareness of independent access for downstairs classrooms. ▪ Clear identification of room functions. <p>Clear pathways without obstruction</p> | Ongoing | <p>Inclusion</p> <p>Cultural Acceptance policy</p> <p>Risk assessments</p> | In line with Capex budget | Head Teacher | Director | <p>Access to school buildings and site improved including toilet, computer and learning facilities.</p> |

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| <p>CLASSROOMS</p> <p>Ensure that classrooms are optimally organised for disabled pupils within current restraints. Identify needs & actions for future improvements.</p> | <ul style="list-style-type: none"> ▪ Plan classrooms in accordance with pupil need. ▪ Organise resources within classrooms to reflect student need. ▪ Incorporate accessibility into any proposed structural alternatives. ▪ Provide quiet areas within the school. <p>Investigate the purchase of portable sensory equipment</p> <ul style="list-style-type: none"> ▪ Think beyond the ramp. Look at accessibility in all areas of school life including Workshop facilities/PE arrangements and qualifications. | Ongoing | All staff planning and organising of trips, visitors and Independence training. | N/A | Head Teacher | Director. | <p>Appropriate use of resources for diverse needs of pupils with disabilities.</p> <p>Communication cards</p> |
| <p>NEWSLETTERS & DOCUMENTS</p> <p>Availability of newsletters and school documents in alternative formats to be sent to all pupils in the company to be more aware of school life.</p> | <ul style="list-style-type: none"> ▪ Letters in first language. ▪ Large print & audio when required. ▪ Social Media/website ▪ E-mail. | Ongoing | | £500 p.a. | Head Teacher | Director. | <p>Information to pupils with disabilities and parents / carers will be improved.</p> |