



The Pebworth First and Blackminster Middle Schools
Federation



Accessibility Plan (Federation)

Review date: April 2020
Revised by: Lorna Button
Reviewed by: S. Gravestock
Approved by: Governing Body June 2021
Next review: April 2023



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1. This Accessibility Plan has been drawn up in consultation with the Local Authority, students, parents, staff and governors of the school and covers the period from April 2020 – 23.
2. We are committed to providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
3. The Pebworth First and Blackminster Middle Schools Federations plans, over time, to increase the accessibility of provision for all students, staff and visitors to the schools. The Accessibility Plan will contain relevant actions to:
 - Improve access to the **physical environment** of the schools, adding specialist facilities as necessary. This covers improvements to the physical environment of the schools and physical aids to access education.
 - Increase access to the **curriculum** for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as equally, prepared for life as are the able-bodied students; (If a school fails to do this they are in breach of the DDA). 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 **aids, resources and equipment**, which may assist these students in accessing the curriculum and **Learning and Teaching** approaches.
 - Improve the delivery of **written information** to students, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.
 - Other aspects will include: **Admissions; Identification, assessment and monitoring** of students with SEND; **Intervention through use of Pupil Premium; Pastoral** approaches; **Staffing** to include the role of the SENCo and Teaching Assistants; **External support and partnerships**.
4. Attached are Action Plans, relating to these key aspects of accessibility. These plans will be reviewed and adjusted on an annual basis. New Plans will be drawn up every three years.
5. We acknowledge that there is a need for ongoing awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.



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6. The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

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- Curriculum
 - Equal Opportunities and Race Equality and Public Sector Equality Policy
 - Staff Development
 - Health & Safety (including off-site safety)
 - Inclusion
 - Special Needs
 - Behaviour for Learning
 - School Improvement Plan and RAP
 - Learning and Teaching
7. The Action Plan for physical accessibility relates to the Access Audit of the School, which is undertaken regularly by the Local Authority. It may not be feasible to undertake some of the works during the life of this first Accessibility Plan and therefore some items will roll forward into subsequent plans. The audit will need to be revisited prior to the end of each first three-year plan period in order to inform the development of the new Plan for the following period.
8. As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The terms of reference for all governors' committees will contain an item on "having regard to matters relating to Access".
9. The School Prospectus will make reference to this Accessibility Plan.
10. The School's complaints procedure covers the Accessibility Plan.
11. Information about our Accessibility Plan will be communicated to Governors.
12. The Plan will be monitored through the Resources Committee of the Governors.
13. The school will work in partnership with the local education authority in developing and implementing this plan and will adopt in principle the "Worcestershire Accessibility Strategy, Access to Learning".
14. The Plan will be monitored by Ofsted as part of their inspection cycle.



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Note: - the School will be required to meet the requirements of the Disability Equality Scheme. Schools will be required to publish a Disability Equality Scheme.

[See Accessibility Plan Appendix](#)