

Disability & Inclusion, Accessibility Plan

Priority	Responsible Person(s)	Action Required	Resources	Date and process of review	Success Criteria
Promote disability awareness through Personal Development (PD) lessons and focused weeks in school. Educating students on different learning needs and disabilities including autism, dyslexia, visual and hearing impairments, attention deficit and hyperactivity disorder, mental health as well as physical conditions including muscular dystrophy. Such topics are also covered in curriculum areas that explain different disabilities and how these can impact a person, raising awareness and knowledge.	SLT	<p>Personal Development scheme of work – Monitoring topics covered and taught in different year groups.</p> <p>All staff level 1 Autism trained to raise awareness in staff and helping them support students. Providing coping strategies and making reasonable adjustments in class.</p> <p>Celebration of the Word focusing on topics that help students reflect on such topics and disabilities.</p> <p>Standing Assemblies – Reminding students about having respect for all people in our communities.</p>	<p>SoW</p> <p>Teaching resources and power points</p> <p>External agency guidance.</p>	Review annually (Sept)	<p>Greater whole school awareness and understanding of disabilities.</p> <p>Positive communication amongst staff and students to improve awareness and understanding.</p> <p>John Hantias – supporting emotional well being of students across all year groups.</p> <p>External counsellor – Anika supporting students with mental health.</p> <p>External agency (MHST) support to train staff and work with students in school 1 day a week.</p>

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Access around school with ramps and wider doors to allow for wheel chair access.	SLT, Site staff.	Ramp needed for the Languages block to allow wheelchair access.			Greater access for physically disabled, completed in June 2020. Further ramps to be installed in 2025
2 defibrillators in school	SLT, Wendy Herbert.	These are located in reception and the PE office. Staff are trained as well as 6 th formers receiving training on CPR and the importance of this. We also raise awareness in school on heart conditions as a former student sadly passed away from a cardiac arrest outside of school. Our college works with his memorial trust annually to raise awareness.	JHMT Regular training for staff.	Dec each year	Ensure equipment is safe and up to date, new batteries replaced, staff trained.
Relationship's Sex Education, emotional well being awareness.	RJI & CPA	Resources provided in Personal Development, Religious Education and Science to provide students with an in-depth knowledge of RSE and positive relationships, as well as emotional understanding and support. This helps students to make positive choices and develops emotional intelligence.	SoW PD program Staffing	Annually (Sept)	RJI/CPA to review PD tracking document to make sure all students have access to such lessons.

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External agency partnerships	KCH	<p>Partnership developed to support young people with specific needs as well as their families.</p> <p>Promoting knowledge of such disabilities including Autism and ADHD.</p> <p>SENCO works with staff closely to support families and young people with their needs and disabilities providing coping strategies and networking.</p>	<p>External policies</p> <p>Staff training</p>	May 2025	<p>Provides staff with a greater level of knowledge so students can be supported well in school.</p> <p>Offer support to families and a positive working relationship with all involved.</p>
Visual Impairment risk assessment	Local Authority and KCH	Local Authority completed a detailed risk assessment to allow visually impaired students to fully access the school site and be safe. Highlighting areas of need, school have addressed these and safety measures all completed.	Local authority and visual impaired team	Completed Dec 2024	Provides a full and comprehensive document highlighting site safety for the visually impaired. As well as making us aware of areas that need addressing to allow for safer access.
SEND Coffee mornings	KCH	<p>SEND Coffee mornings will start in Jan 2022 and parents have already been informed (Nov 2021) of these three dates for this academic year.</p> <p>Allow parents to come into school, receive a positive and supportive talk from a specialist person, and link with other parents to offer support and guidance for areas of need and disabilities.</p>	<p>SENCO (KCH)</p> <p>Outside agencies (Various, depending on focus of the talk)</p>	Ongoing	<p>Improved communication by school to parents</p> <p>Raise awareness of various needs.</p> <p>Parents to be given information on different SEND foci and methods of support.</p>

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Hearing Impairment assessments	Local Authority and KCH	Local Authority completes assessments to allow hearing impaired students to fully access the school and a balanced and varied curriculum. Highlighting areas of need, actions and suggestions for staff.	Hearing impaired team	On going – 3 visits per annum	Provides a full and comprehensive document highlighting advice for teachers, up to date information on the students disability and areas of need.
First Aid training for staff	WHE	Staff are level 1, 2 or 3 trained so we have staff who are competent and confident in dealing with all first aid emergencies, from cuts, head injuries, asthma attacks/panic attacks, seizures and heart conditions.	Medical posters, regular updates for staff, staff training.	On-going – staff renew when necessary.	First on calls are available for children who are ill so they can be supported. For students with know medical conditions, information will be checked and appropriate first aider assigned to support young person.