

Kettering Buccleuch Academy

SEND Accessibility plan

REVIEWED BY: **Safeguarding Committee**

DATE AGREED BY GOVERNORS:

DATE OF NEXT REVIEW: **September 2026**

Policy Statement

Kettering Buccleuch Academy recognises its responsibilities and legal obligations in ensuring, as far as is reasonably possible, that people with disabilities are afforded equal opportunities with respect to employment and receiving an educational service and are not discriminated against for a reason relating to their disability.

To this end, as a service provider, Kettering Buccleuch Academy will take reasonable steps to:

- Develop procedures and practices that enable those with disabilities to have access to all department subjects
- Maintain and improve the school estate in keeping with building regulations
- Keep up to date with changes in legislation toward Health & Safety, Equality & Accessibility
- Provide auxiliary aids or services that will assist disabled people to use our services
- Provide the service by an alternative method where physical barriers make it impossible or difficult for disabled people to use our facilities
- Maintain high levels of accessibility throughout the building and grounds

Kettering Buccleuch Academy will take reasonable steps to ensure:

- Not to discriminate for reasons related to disability
- That opportunities offered for promotion, transfer, training or other benefits are the same for all employees
- A disabled person is not put at a disadvantage because of their disability (e.g. provide specialist equipment, reorganise the working environment)
- Students' needs will be assessed and catered for after application, upon entry to the school

Responsibilities

Every employee, visitor and student is expected and encouraged to show consideration towards disabled colleagues, students and visitors to help implement this policy and related procedures. Discrimination on the grounds of disability will not be tolerated by Kettering Buccleuch Academy.

If any member of staff has any queries about this policy, please contact the Principal. [**Procedures**](#)

Service to students

The accessibility of the practice will be reviewed annually and reasonable steps to improve accessibility will be taken. When identifying reasonable steps, the following will be considered:

- Whether taking particular steps would be effective in overcoming the difficulty that disabled people face in gaining access to our site
- The extent to which it is practicable for the school to take the steps
- Financial and other costs of making the adjustment
- The amount of disruption caused by taking the steps
- The extent of our financial and other resources
- Money already spent by Kettering Buccleuch Academy on making adjustments
- The availability of financial or other assistance

Any changes will be incorporated into a plan and into the school's maintenance programme, where appropriate, and implemented according to a realistic timescale.

Auxiliary aids and accessible aids that facilitate access to disabled students, visitors and staff include:

- External and internal ramps
- Induction loop where necessary
- Large-print information or other alternative formats, on request
- Visual fire alarm beacons throughout the building
- Level gradient throughout the access all areas site
- Two lifts for accessing all floors in primary and secondary
- Accessible adjustable classroom tables
- Accessible cooking hobs, sinks, Bunsen burners
- Refuge areas and evacuation chairs throughout fire exit routes
- Wheel chair access to school minibus
- Disabled parking spaces at closest point to building
- Dropped curbs for ease of access to disabled parking areas
- Sound field systems throughout primary area
- Portable sound field system for secondary and other areas
- Specialised allocated facilities for hearing impaired

On induction, staff will be provided with the school policy and procedures related to disability and made aware of issues relating to the Equality Act 2010 and the legal obligations of the school and its staff.

Staff will not discriminate on the basis of disability and will not treat students, visitors or colleagues less favourably for reasons of disability. Staff are encouraged to:

- Be aware that disabilities take a variety of forms and are not always visible
- Familiarise themselves with the school's emergency evacuation procedures and how disabled staff, visitors and students are helped from the premises
- Have good knowledge of Personal Evacuation Plans (PEEPs) for students within their care
- Understand individual health care plans for students within their care (IHCP)
- Avoid cluttering the school with obstacles such as bags or boxes to allow for easy access

- Treat all students, staff and visitors with dignity and respect and bear in mind that disabled people also have a right to good service
- Be inclusive of all students. Each student will be encouraged academically and physically unless deemed unsafe to do so
- Planning in provisions for school trips; all students must be included if interested; planning must be put in place for all disabilities. Trip lead must have good communication with transport services, hotel/sleeping quarters, activity centre, and facility. Support is offered by schools Educational Visits Co-ordinator (EVC)

Responsibilities to Employees

Recruitment

- All person specifications, job descriptions and advertisements will clearly outline the genuine essential requirements of the post
- All applicants will be assessed on their individual merits
- Reasonable adjustments will be made in the recruitment and selection process, as required
- The discussion of support requirements to enable an applicant with a disability to fulfil the duties of the post will take place after those involved in recruitment have taken the decision to appoint the applicant. The offer of employment to the applicant may be conditional on the nature of the disability and the reasonableness of any adjustments that may be required to be made.

Employment

- Training and development opportunities for promotion are offered equally to all employees.
- Reasonable adjustments that will help a disabled employee fulfil the functions of their position and avoid putting them at a disadvantage will be discussed with the employee and put into action.

Supporting Parents with Disabilities

When providing newsletters and information for parents and carers, academies should make this information available in an accessible format so that parents or carers who may be, for example, visually impaired, can access the information. This is available upon request.

Adaptability & Planning

Kettering Buccleuch Academy will endeavour to improve accessibility within the school's boundaries. Each year upon review of this policy, targets and projects will be set to improve accessibility where reasonably practicable. A budget will be ring fenced each year to allow for improvements, progression and to keep up to date with legislation. Details of planned improvements must be logged on the policy below.

Aim	Current good practice	Objectives	Action to be taken	Person responsible	Date to be completed
<i>Improve and maintain access to the physical environment</i>	<i>The environment is adapted to the needs of pupils as required.</i> <i>This includes:</i> <i>Ramps</i> <i>Elevators</i> <i>Corridor width</i> <i>Disabled parking bays</i> <i>External and internal ramps;</i> <i>Induction loop where necessary.</i> <i>Large-print information or other alternative formats, on request.</i> <i>Visual fire alarm beacons throughout building.</i> <i>Level gradient throughout access all area site.</i> <i>Two lifts for accessing all floors primary & secondary.</i> <i>Accessible adjustable classroom tables.</i> <i>Accessible cooking hobs, sinks, Bunsen burners.</i> <i>Refuge areas and evacuation chairs throughout fire exit routes.</i> <i>Wheel chair access to school minibus.</i> <i>Disabled parking spaces at closest point to building.</i>	<i>Classroom lighting is altered to be none florescent tubing for ASD students.</i> <i>Changing table to be in secondary disabled toilet (within a year)</i> <i>To kit out disabled toilet to improve washroom accessibility.</i>	<i>This is a long term objective to switch to LED lighting within the next 5 years, area such as SEN will be done first or upon request.</i>	<i>Tim Ball</i>	<i>July 2023</i> <i>(Completed)</i>
			<i>Portable changing table and hoist to be fitted in disabled changing room, washbasin may need to be moved.</i>	<i>Phil Henton for funding</i> <i>Tim Ball</i> <i>Project manage</i>	<i>October 2021</i> <i>(completed)</i>
		<i>Improve visibility when exiting the building under alarm.</i>	<i>Visibility strip to be run across fresh</i>	<i>Tim Ball</i>	<i>October 2021</i> <i>(completed)</i>



	<i>Dropped curbs for ease of access to disabled parking areas.</i> <i>Sound field systems throughout primary area</i> <i>Portable sound field system for secondary and other areas</i> <i>Specialised allocated facilities for hearing impaired</i> <i>Disabled toilets and changing facilities</i>				
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