



Accessibility Plan: Statement of intent

This plan should be read in conjunction with the School Development Plan and outlines the proposals of Heathlands to maximise and increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities. At Heathlands all pupils are profoundly deaf with a requirement to sign. Heathlands already offers a specialist environment offering expertise in this area.

The Heathlands plan aims to:

- Continue to enhance the extent to which pupils, including those with disabilities in addition to deafness can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, facilities and associated services provided.
- Continue to expand the availability of accessible information, to ensure is readily available to all pupils and parents with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account the pupil's disabilities and the views of the parents/carers and pupil. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of the strategy.

Heathlands also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.
- The plan will be resourced, implemented, reviewed and revised regularly in consultation with:
 - The parents/carers of pupils
 - The co headteachers and other relevant members of staff
 - Governors
 - External stakeholders

This plan is reviewed annually and will take into account the changing needs of the school, its pupils, and staff.

Accessibility Plan 2022-2023

	Issue	What	Who	When	Outcome criteria	Review
Short term	Students using different listening aids at different levels.	Communication profiles to be rolled out across Upper and Lower school for both OLAs and Herts.	SaLT	Autumn 2022	Clear picture of all students' ALDs in use and communication access through speaking and listening.	OLA KS1- KS3 rolled out June 2022 at Annual Review.
Medium term	Pupils with mobility difficulties accessing corridors in Upper school more easily. Fire alarm systems for deaf boarders.	To evaluate the 'stay open' accessible fire alarm doors and consider rolling them out further in school. Residential CYP vibrating fire alarms need upgrading and current system is no longer on the market.	SBM HH team	Summer 2023 Summer 2023	Pupil with mobility issues are enabled to move more independently whilst still maintaining health and safety regulations. CYP maintain independence and full access to fire alerts while residing.	
Long term	Students require classrooms which enable all learners to see each other and the teacher to facilitate learning through Total Communication. Lack of Post 16 provision for deaf learners who use BSL.	Issues with space and suitable classroom sizes in both Lower and Upper school. Students leaving Heathlands struggle to find Higher Education provision that meets their needs and enables them to progress as learners.	SLT and Govs SLT and Govs	2024 2024	Plans for extension of 5 classrooms and two therapy spaces to be approved and built. Consultation submitted to HCC for age range extension to enable A level provision.	Architect appointed Spring 22. Plans submitted Autumn 22.