



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 2025-2026

	Issue	What	Who	When	Outcome criteria	Review
Short term	Young children with sensory needs.	Creating a sensory calming environment in Early Years including access to a sensory room.	EYFS team	September 2025	Children with sensory needs are better regulated.	
Medium term	KCSiE is provided in written English which is not accessible to some staff who use BSL as their first language	KCSiE translated into BSL. Shared project with other deaf schools to spread cost. Encourage DfE to produce this in BSL themselves.	CoHeads	September 2025 ongoing	All staff can access KCSiE and therefore children are more robustly safeguarded.	
Long term	Heathlands has no residential provision for sixth form students who cannot access Heathlands on a daily basis. Landowners consent has been granted.	A consultation has been undertaken which needs to go through HCC. Planning permission to be applied for and building works undertaken.	SLT and Govs	2025/2026	Plans for sixth form residential provision to be approved and built on site.	