

Connection ● Communication ● Independence ● Aspiration

Accessibility Plan

Accessibility Policy and Plan

Applies To: All school sites

Statement of Intent

Redwood is committed to providing an inclusive, accessible, and welcoming environment for all learners, staff, visitors, families, contractors, and stakeholders across all school sites.

As a specialist SEND school, we recognise that accessibility extends beyond physical access and includes:

- Learning and curriculum access
- Communication access
- Sensory accessibility
- Digital accessibility
- Social and emotional accessibility
- Medical and health-related accessibility
- Equal opportunities for participation in all aspects of school life

This policy complies with the requirements of the **Equality Act 2010**, including Schedule 10 relating to Accessibility Plans, and supports our duties to make reasonable adjustments for disabled learners, staff, and visitors.

Aims

The school will:

1. Increase access to the curriculum for learners with disabilities and complex needs.
2. Improve the physical environment of all school sites.
3. Improve the availability and accessibility of information.
4. Ensure consistency of accessibility standards across all sites.
5. Promote independence, dignity, safety, and inclusion.
6. Reduce barriers to learning, communication, and participation.
7. Ensure accessibility considerations are embedded within all strategic planning.

Scope

This policy applies to:

- All learners
- Staff
- Governors and Trustees

- Parents and carers
- Volunteers
- Contractors
- Visitors

Across:

- Main school site
- Satellite provisions
- Outreach facilities
- Community learning venues
- Off-site educational activities

Principles

Across all sites we will:

- Treat individuals with dignity and respect.
- Anticipate accessibility needs wherever possible.
- Make reasonable adjustments promptly.
- Remove barriers to participation.
- Promote learner voice.
- Work collaboratively with families and professionals.
- Ensure accessibility is considered in all procurement and development projects.

Roles and Responsibilities

Governing Body

Will:

- Approve and review the Accessibility Plan.
- Monitor implementation.
- Ensure sufficient resources are available.

Headteacher

Will:

- Lead accessibility strategy.
- Ensure compliance across all sites.

- Report progress to Governors.

Site Leaders

Will:

- Implement accessibility measures.
- Monitor site-specific actions.
- Conduct regular accessibility audits.

Staff

Will:

- Follow accessibility procedures.
- Identify barriers promptly.
- Implement reasonable adjustments.

Facilities and Estates Teams

Will:

- Maintain accessible environments.
- Address building accessibility issues.
- Support emergency planning.

Accessibility Across Multiple Sites

The school recognises that each site may present different accessibility challenges.

Each site will maintain:

- Site-specific accessibility audits
- Personal Emergency Evacuation Plans (PEEPs)
- Accessibility risk assessments
- Accessible evacuation routes
- Accessible toilet and hygiene facilities where required
- Sensory-friendly spaces
- Appropriate signage

An annual accessibility review will be conducted for every school location.

Curriculum Accessibility

The school will ensure learners can access a broad, balanced and appropriately personalised curriculum through:

Teaching Adaptations

- Differentiated teaching
- Personalised learning pathways
- Multi-sensory teaching approaches
- AAC systems
- Assistive technology
- Visual supports
- Structured communication approaches

SEND-Specific Provision

- Signalong
- BSL support where required
- Communication boards
- Symbol-supported resources
- Boardmaker resources
- Sensory integration approaches
- Therapeutic interventions

Access to Activities

Learners will have equitable access to:

- Educational visits
- Residential experiences
- Enrichment activities
- Sports programmes
- Work experience
- Careers education
- Community participation

Physical Environment Accessibility

The school will continue to improve physical accessibility by:

Buildings

- Step-free access wherever possible
- Accessible entrances

- Accessible classrooms
- Suitable door widths
- Handrails
- Accessible lifts where required
- Adjustable furniture

Outdoor Areas

- Accessible pathways
- Safe drop-off areas
- Wheelchair-accessible play spaces
- Sensory outdoor environments

Hygiene and Personal Care

- Accessible toilets
- Changing Places facilities where applicable
- Intimate care facilities
- Hoisting equipment where required

Sensory Environment

- Reduced sensory overload
- Appropriate lighting
- Acoustic management
- Calm rooms
- Regulation spaces

Accessible Information

Information will be provided in accessible formats where required, including:

- Large print
- Easy Read
- Symbol-supported documents
- Audio format
- Digital format
- Translation services
- Alternative communication formats

School websites and digital systems will seek to comply with accessibility standards and remain usable by individuals using assistive technology.

Medical Accessibility

The school will ensure accessibility for learners with:

- Complex medical needs
- Physical disabilities
- Sensory impairments
- Life-limiting conditions
- Long-term health conditions

Measures include:

- Medical Care Plans
- Accessibility Risk Assessments
- Emergency procedures
- Staff training
- Safe medication management

Recruitment and Employment

The school is committed to ensuring accessibility in employment.

This includes:

- Accessible recruitment processes
- Reasonable workplace adjustments
- Accessible training opportunities
- Equality in career progression
- Accessible working environments

Emergency Planning

Each site will maintain:

- Accessible evacuation procedures
- Personal Emergency Evacuation Plans (PEEPs)
- Refuge points where appropriate

- Staff training in evacuation support
- Alternative communication arrangements

Accessibility considerations will form part of all emergency and lockdown planning.

Monitoring and Review

The Accessibility Policy and Plan will be:

- Reviewed annually
- Evaluated through:
    - Site audits
    - Learner voice
    - Parent feedback
    - Staff consultation
    - Governor monitoring visits