



# **Accessibility Plan**

**Ormiston Meridian Academy**

## Statement of intent

This plan outlines the proposals of the governing body of Ormiston Meridian Academy to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010. These include:

- Increasing the extent to which pupils with disabilities can participate in the academy curriculum.
- Improving the environment of the academy to increase the extent to which pupils with disabilities can take advantage of education and associated services.
- Improving information delivery to pupils with disabilities which is readily available to other pupils.

The above procedures will be delivered within a reasonable time, 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.

The governing body 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 in consultation with the:

- Parents of pupils
- Principal and other relevant members of staff
- Governors
- External partners

Signed by:

 Principal

Date: 25/11/2025

 Chair of Governors

Date: 25/11/2025

Next Review Date: October 2024

## Planning Duty 1: Curriculum

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Issue	What	Who	When	Outcome Criteria	Review
Short Term	Staff members require training in the 4C's	Audit of staff training needs on curriculum access	Assistant Principal/ Teachers/SENCO	Autumn 2025	Management and teaching staff are aware of the accessibility gaps in the curriculum	Autumn 2025
	Learners with increasing complexity of needs require staff with very specific specialist skills to support them.	Training for External Specialists and Local Authority Support required/ provided to staff members	Principal/ External Advisors/SENCO	Autum 2025/ Spring 2026	Staff members have the skills to support children with SEND	Spring 2026
Medium Term	Ensure that all academy trips and residential activities are accessible to all	Needs of children with SEND incorporated into planning process	Teachers/SENCO	Autumn 2023	Planning of academy trips takes into account children with disabilities	Autumn 2025
Long Term	Improve links with local special school to improve understanding of the curriculum	Organise opportunities for staff to observe the curriculum at local special schools	Teachers/SENCO	Spring 2024	Increase confidence of staff in developing their curriculum areas accessibility	Spring/Summer 2026

## Planning Duty 2: Physical Environment

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Issue	What	Who	When	Outcome Criteria	Review
Short Term	Need to be aware of the access needs of disabled, students, staff and visitors	Create access plans on an individual basis where necessary	SENCO/Business Manager	Ongoing	Everyone has equal access as far as reasonably possible	As Required
	Ensure all disabled people can be safely evacuated	Provide regular training to staff – use of Evac Chairs	Business Manager / Site Manager	Ongoing	All disabled students, staff and visitors can safely evacuate the building in the event of an emergency	As required
Medium Term	Transition arrangements	Liaise with Primary Schools	SENCO / Head of Transition	Spring 2026	More detailed information about students and the information is provided earlier	Autumn 2026
Long Term	Ensure all fire escape routes are free from obstruction and suitable for all	Request advice from OAT H&S Advisor on accessibility of exit routes and fire doors as required	Business manager/ Site Manager	Ongoing	All disabled students, staff and visitors to have a safe independent way out in emergency situations	As required

## Planning Duty 3: Information

Governing bodies should undertake an audit of the extent to which pupils with disabilities can access the curriculum on an equal basis with their peers. Short, medium and long term action should then be identified to address specific gaps and improve access. All procedures will be carried out in a reasonable time, and after taking into account pupils' disabilities and the preferences of themselves or their parents/carers.

	Issue	What	Who	When	Outcome Criteria	Review
Short Term	Review information to parents/carers to ensure it is accessible	Provide information and letters in clear print (Arial 12). The academy office will support and help parents to access information.	SENCO/Office Manager	Ongoing	All parents/carers receive information in a form that they can access	Ongoing
Medium Term	To ensure a smooth transition between Y6 and Y7	To meet with the feeder primary schools and devise strategies to ensure a smooth transition. Y6 open evening	SENCO/ Head of Transition	Summer 2026	Parents/carers are more confident about the transition to Secondary. Information is given to parents/carers in different formats	Autumn 2026
Long Term	Reading difficulties of parents/carers	Parents/carers who have difficulty reading have face to face meetings.  Identify parents/carers reluctant to contact the academy	SENCO	Spring 2026	Parents/carers feel confident to request these meetings. Help with form filling, etc.	Summer 2026