



## ACCESSIBILITY PLAN



### PARK COMMUNITY ACADEMY

**Updated March 2026**

**Review March 2027**

### **Purpose of the Plan**

The purpose of this plan is to show how Park Community Academy intends, over time, to increase the accessibility of our school for disabled pupils. Park Community Academy is committed to providing an environment that enables full curriculum access, that values and includes all pupils, staff, parents, carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

### **Definition of Disability**

According to the Equality Act 2010, a person has a disability if:

- a) He or she has a physical or mental impairment.
- b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

### **Legal Background**

Under the Equality Act 2010 all schools must have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation including the DDA. The effect of the laws is the same as in the past, meaning that 'Schools cannot lawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation'.

This plan has been drawn up based upon information supplied by the Local Authority, and in conjunction with pupils, parents, carers, staff and governors of the school and will advise other school planning documents.

This Accessibility Plan sets out the proposals of the Governing Body of our school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

1. Increasing the extent to which disabled pupils can participate in the school **curriculum**; which includes teaching and learning and the wider curriculum of the school, such as participation in after school clubs, leisure and cultural activities or school visits;

2. Improving the **environment** of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
3. Improving the delivery to disabled pupils of **information**, which is provided in writing for pupils who are not disabled.

## **Documents and policies**

The Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- **Curriculum policy**
- **Equality Objectives**
- **Staff development policy**
- **Health and Safety Policy**
- **Special Educational Needs and Disabilities Policy**
- **Behaviour Management Policy**
- **School Improvement plan**
- **Asset Management Plan/ Suitability Survey**
- **School Brochure and Vision Statement**

The setting complaints procedure covers the Accessibility plan.

## **Training**

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

## **Plan Availability:**

The setting makes the Accessibility Plan available in the following ways:

- Paper copies are available from the front office upon request. It is available to read on PCA website.

## **Review and Evaluation:**

It is a requirement that our accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually.

## **Park Community Academy is working within a national framework for educational inclusion provided by:**

- Children and Families Act 2014
- Special educational needs and disability code of practice: 0 to 25 years (June 2014)
- Inclusive School (DfES 0774/2001)
- SEN & Disability Act 2001
- Equality Act 2010

- Code of Practice for Schools (Disability Rights Commission)
- OfSTED inspection

**The priorities for the Accessibility Plan for our academy were identified as follows:**

**The Governors and Staff of Park Community Academy aim to provide high quality educational provision for all pupils in an environment which reflects care, happiness, enjoyment and success.**

**Mission Statement: -**

**"We grow together, we learn together, we will achieve our best together."**

**Grow, learn, achieve**

**Responsible, Resilient, Successful**

## **PHILOSOPHY AND ETHOS**

**Park Community Academy aims to provide and maintain a caring, safe and secure environment for all pupils by: -**

- Ensuring that the health and safety policy and procedures are carefully adhered to and reviewed regularly.
- Ensuring that a designated Senior Leader is responsible for child protection and for the operation and monitoring of relevant procedures.

**Park Community Academy aims to provide and maintain a stimulating and attractive physical environment which reflects and enhances a high quality of teaching and learning by: -**

- Promoting pupil's active involvement in creating a caring, positive and stimulating Academy environment.

**Park Community Academy aims to afford every pupil an equal opportunity to take part in his or her learning regardless of race, religion, culture, gender or special educational need or disability by: -**

- Ensuring all pupils have an equal access to the curriculum and extra-curricular opportunities.
- Regularly reviewing the teaching resources and materials.
- Ensuring the purchasing of new material considers the equal opportunity policy.

## **CURRICULUM**

**Park Community Academy aims to positively support all pupils' learning needs and assist them in their personal, social, physical, emotional, moral, spiritual and cultural development through the delivery of a broad and balanced curriculum that:**

- Provides a well-planned and structured curriculum which includes academic and social experiences.
- Demonstrates differentiation in resources and assessment opportunities.

- Ensuring the pupils' entitlement to National Curriculum subjects and encouraging the highest possible levels of attainment and achievement through:
- The implementation of the Assessment, Recording and Reporting policy and practice which include statutory tasks/tests, external examinations, continuous teacher assessment and processes to monitor and challenge pupil progress and achievement.
- A Record of Achievement system which both recognises pupils' achievements and attainments and enables each pupil to be actively involved in setting their own targets as they progress through the different key stages.

**Meeting the needs of individual pupils and monitoring their development and progress through:**

- The process of Annual Reviews.
- The setting of clear targets linked with realistic and relevant strategies which form each pupil's annual review.
- The application of whole school curriculum and assessment policies, and practice which operates effectively within and between each key stage.
- Providing information and encouraging the involvement of parents in their child's learning and progress, through parent's evenings, Review meetings, Homework, PCA web site, class blogs. PCA Newsletter and twitter.

**Helping pupils to develop a positive self-image through:**

- An age appropriate reward system which emphasises each pupil's own achievements for acceptable behaviour and work.
- A Record of Achievement system which supports and reflects each pupil's success.
- A well-resourced curriculum that enable pupils to tackle new challenges presented in relevant and meaningful ways.

**Encouraging the pupils to show a tolerance and understanding of the needs of others through:**

Providing a climate which supports the development of positive behaviours and encourages the attainment of high standards of discipline for all pupils based on mutual respect and individual and collective responsibility through:

- The whole school 'PCA Way' and the 'Home School Agreement'.
- Rewarding positive behaviours on a daily basis through whole school strategies.
- Providing positive role models in an atmosphere of relaxed vigilance where staff are approachable and friendly.

**Developing independence and respect for others in preparation for a responsible adult life after leaving the Academy through:**

- The delivery of a broad and balanced 14-19 curriculum which affords all pupils the opportunity to learn through work related contexts.
- Opportunities to take part in relevant external examinations and assessment units.
- Through the application of the 'PCA Way' and 'Home School Agreement'.

- Public recognition of pupil's achievements both in the classroom, and through class blogs, newsletters, twitter and assemblies.

## **STAFFING AND RESOURCES - FINANCIAL MANAGEMENT**

**Park Community Academy aims to operate a financial system which supports the highest quality of teaching and learning for all pupils by:**

- Identifying a senior business leader with responsibility for whole school financial management.
- Ensuring the financial procedures match EFA and OFSTED recommendations.
- Advising the Staffing and Finance Committee of the Academy's Governing body.

## **PROFESSIONAL DEVELOPMENT**

**Park Community Academy aims to support the professional development of all staff by:**

- Ensuring the staff development policy is in place and regularly reviewed and updated.

**Operating an effective staff development system which:**

- (a) identifies individual, Academy, team and department needs;
- (b) identifies and supports training opportunities for all staff;
- (c) regularly reviews development and target setting;
- (d) forms part of the whole S.I.P and where appropriate in the T.I.P
- (e) ensures the training budget supports relevant training opportunities to best effect.
- (f) support research led developments and training

## **ORGANISATION, ADMINISTRATION & MANAGEMENT**

**Park Community Academy aims to operate efficient administrative and organisational systems through consultation, communication and decision making to meet the needs of all members of the Academy community by:**

- The efficient delegation of administrative and organisational tasks.
- Operating efficient communication systems within the Academy.
- Co-ordinating the work of key stage team leaders to facilitate cross school liaison, development and direction.
- Ensuring management roles and responsibilities are clearly designed and periodically reviewed.
- Facilitating training opportunities appropriate to the development of administrative staff.

## **COMMUNITY**

**Park Community Academy aims to ensure that its community support the highest possible quality of education by:**

- Working together with the Governing body to meet the statutory requirements related to the discharge of its responsibility.
- Developing the practice of Governors working with the pupils and staff in the Academy.
- Developing positive links with parents and promoting parental involvement in their child's learning and progress, and the life of the Academy.
- Actively developing links with the Academy's local community.

**Park Community Academy aims to identify and remove barriers to all members of the community with disabilities. We will do this by complying with The Equality Act 2010**

- promote equality of opportunity between people with disabilities and other people;
- eliminate discrimination that is unlawful under the The Equality Act 2010 ;
- eliminate harassment of people with regard to their disability
- eliminate harassment to those associated with people with disabilities
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- take steps to meet disabled people's needs through making reasonable adjustments within our means.

**Park Community Academy recognises the definition of Disability as set out in the Equality Act 2010. In the Act, a person has a disability if:**

- they have a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

**For the purposes of the Act, these words have the following meanings:**

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping

**People who have had a disability in the past that meets this definition are also protected by the Act. Definition of the terms:**

- 'physical impairment' includes sensory impairments;
- 'mental impairment' includes learning difficulties and an impairment resulting from or consisting of a mental illness;
- 'substantial' means 'more than minor or trivial'; and
- 'long-term' is defined as 12 months or more.

**The definition includes a wide range of impairments, including hidden impairments such as dyslexia, autism, speech and language impairments, attention deficit hyperactivity disorder (ADHD). These are all likely to amount to a disability, but only if the effect on the person's**

**ability to carry out normal day-to-day activities is substantial and long-term, as defined above.**

**The effect on normal day-to-day activities is on one or more of the following:**

- mobility;
- manual dexterity;
- physical co-ordination;
- continence;
- ability to lift, carry or otherwise move everyday objects;
- speech, hearing or eyesight;
- memory or ability to concentrate, learn or understand;
- perception of risk of physical danger.

**Some people are automatically covered by the definition: including those with cancer, multiple sclerosis, HIV infection or a severe disfigurement. There are special provisions for people with progressive or recurring conditions.**

**Increasing the extent to which disabled pupils can participate in the school curriculum**

- We will ensure that each individual is given support and encouragement in identifying and fulfilling his or her potential; working with parents prior to the pupils joining our academy and throughout their school life will help us develop the most appropriate support.
- We will ensure that all pupils achieve to the highest possible level in line with their potential and that they leave with a wide range of skills, knowledge and attitude to enable them to make successful transitions from PCA.
- We are constantly looking at ways to improve our curriculum through subject specialism and training.
- Training is delivered through the expertise of our own staff, our multi-agency partners, visiting speakers or external course providers. Training is delivered to the whole staff or individual staff as appropriate.

**We use a range of approaches to deliver the curriculum.**

**Improving the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services:**

- Liaise with feeder schools/home to ascertain support required for children due to arrive.
- Provide facilities and equipment to develop independence for all pupils

**Improving the delivery to disabled pupils of information that is provided in writing for pupils who are not disabled:**

- To support pupils with accessing written communication through a range of strategies including large print, simplified language or illustrations to include visual timetable and transition strategies.

- To establish ongoing communication regarding The Equality Act 2010 through parental consultation
- To support parents with accessing written communication through readability checks on letters. School Newsletter to be dyslexia friendly.



## Park Community Academy

### Accessibility Action Plan

#### Aims

- (i) Increasing the extent to which disabled pupils can participate in the curriculum
- (ii) Improving the physical environment of schools (An Access Audit was carried out in and a number of recommendations made)
- (iii) Improving the availability of accessible information

	Target	Actions	Monitor / Evaluation	Rag Rating
(iii)	All staff aware of different methods of enabling all pupils to access the curriculum, especially for the more complex needs of pupils. (Differentiation & Challenge)	<ul style="list-style-type: none"> <li>● Undertake an audit of staff training requirements</li> <li>● Provide targeted training for Teacher, SSA, ATA</li> <li>● Attending training in relation to educational research materials.</li> <li>● Adaptation of the curriculum into suitable pathways</li> <li>● ASD Kitemark</li> <li>● 12 Strand curriculum Plan for each subject area</li> <li>● Increase Inclusion Opportunities in Primary and Secondary Department</li> </ul>	<ul style="list-style-type: none"> <li>● SIP and Training Records</li> <li>● Reports to Governors</li> <li>● Lesson Observations</li> <li>● Curriculum suitability &amp; adaptation</li> <li>● Accreditation suitability and adaptation</li> <li>● Staff Training</li> <li>● Employ Inclusion SSA</li> <li>● Increase daily links with St Marys for Maths and Science</li> <li>● New links set up with Devonshire</li> </ul>	<p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>G</p> <p>A</p>

(i)	To develop evidence-based practice to (1) establish where students are in their learning; (2) decide on appropriate teaching strategies and interventions; and (3) monitor student progress and evaluate teaching effectiveness (4) assess, track and monitor progress ensuring pupils make expected progress appropriate to their level of need - new systems in place	<ul style="list-style-type: none"> <li>Increased staff completing a wide range of - NPQ qualifications</li> <li>CPD</li> <li>Updated assessment and tracking system</li> <li>New Trackable assessments introduced January 2026</li> </ul>	<ul style="list-style-type: none"> <li>NPQ's –courses passed and ongoing by other staff.</li> <li>CPD attended</li> <li>New assessment and tracking used</li> <li>New Role - Developed =- Assessment leader</li> </ul>	G G G
(i)	To ensure that all staff have a clear understanding of the SEND Code of Practice and the EHCP / Review process including updating of outcomes.  <b>To increase accessibility for parents to be involved in reviewing the EHCP's</b>	<ul style="list-style-type: none"> <li>Training provided by the SENCOs - INSET and through regular staff meetings.</li> <li>SENCOs to attend SEND network meetings</li> <li>Trust SENDCo meetings</li> <li>Whole school access to The HUB for Reviews</li> </ul>	<ul style="list-style-type: none"> <li>H/T report to Govs</li> <li>Training Logs</li> <li>Staff Training</li> <li>The Hub Club</li> </ul>	G G G G
(i)	To ensure staff continue to be trained to support pupils with a wide range of needs including ASD, ADHD, Dyslexia and Dyspraxia, Downs Syndrome, HI and VI.	<ul style="list-style-type: none"> <li>Training for all new members of staff. Updates and rolling programme of training for all staff.</li> <li>Targeted staff to complete Postgraduate and Masters level</li> </ul>	<ul style="list-style-type: none"> <li>H/T report to Govs</li> <li>Training Logs</li> </ul>	G G/R

		<ul style="list-style-type: none"> <li>qualification in SEND.</li> <li>Whole school SEND Training provided 6 times a year – open to trust settings.</li> </ul>		
(i)	<p>To ensure staff continue to be trained to support pupils with medical conditions</p> <p><b>To have a qualified Moving and Handling trainer who is able to deliver whole staff training and assessments and moving and handling plans.</b></p>	<ul style="list-style-type: none"> <li>Update staff training annually in Asthma Epilepsy Diabetes, Epi Pen and as required in other specific conditions.</li> <li>Update Medical Conditions policy annually and ensure annual parents return is gathered. (OS3)</li> <li>Manual handling training for staff</li> </ul>	<ul style="list-style-type: none"> <li>Training Logs</li> <li>E Mail</li> <li>Staff training complete Moving and Handling</li> </ul>	<p>G</p> <p>G</p> <p>G</p>
(i)	<p>To ensure staff continue to be trained on the Restorative approach to improve behaviour</p> <p>To ensure that staff are trained to support pupils with emotional needs.</p> <p>To implement to PCA Way</p> <p><b>To implement Zones of Regulations.</b></p>	<ul style="list-style-type: none"> <li>Training for all new members of staff.</li> <li>Updates and rolling programme of training for all staff</li> <li>PCA way implemented and embedded across the school</li> <li>Zones of regulation consistently implemented throughout the school.</li> </ul>	<ul style="list-style-type: none"> <li>Training Logs</li> <li>H/T report to Govs</li> <li>PCA Way displays across school and being spoken about</li> <li>PCA Way tokens in assembly</li> </ul>	<p>G</p> <p>G</p> <p>G</p>
(iii)	<p>To improve transitions for all pupils with SALT Advice.</p>	<ul style="list-style-type: none"> <li>Advice provided by the Speech and Language Therapist.</li> <li>Complete a staff Audit</li> </ul>	<ul style="list-style-type: none"> <li>Staff Appraisal</li> <li>H/T report to Govs</li> <li>Staff training and audits</li> </ul>	<p>G</p> <p>A</p> <p>G</p>

		<ul style="list-style-type: none"> <li>• Develop the transition Strategy Document</li> <li>• Increase the Communication Champion Role</li> </ul>		G
(iii)	To improve accessibility for VI pupils	<ul style="list-style-type: none"> <li>• Connect' ipads to classroom whiteboard through the app. Join Me – Ipads for targeted children</li> <li>• Improve banks of resources and VI equipment for pupils.</li> <li>• 1:1 staffing for VI pupils</li> <li>• Staff training for those working directly with learners with VI</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring by the Advisory Teacher for VI each Term</li> <li>• Attending reviews for learners with VI</li> <li>• Staff training and appraisals</li> </ul>	A G G
(i)	To ensure staff are trained to work with pupils who have a more substantial and long term VI.	<ul style="list-style-type: none"> <li>• Regular input from the VI team.</li> <li>• Attending VI courses.</li> <li>• Creating bank of resources for VI pupils</li> <li>• Working closely with VI specialist Teacher Angela Crawford</li> </ul>	<ul style="list-style-type: none"> <li>• Resources available</li> <li>• courses attended</li> <li>• close working relationships with the VI team</li> </ul>	G A G
(ii)	To ensure that any building improvements support pupils with VI/ HI/Autism/ physical needs and pupils with more complex needs	<ul style="list-style-type: none"> <li>• Create secure internal entrance lobby with wide door</li> </ul>	<ul style="list-style-type: none"> <li>• SLT and Team Leaders</li> <li>• SIP</li> </ul>	G
(i)	Emotional well-being -To support children with Change and loss in their lives	<ul style="list-style-type: none"> <li>• Increased Access to Learning Mentors.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff Appraisal</li> <li>• H/T Report to Govs</li> </ul>	G G

		<ul style="list-style-type: none"> <li>● Increased access to OPAL</li> <li>● Increased access to SFS Team</li> </ul>	<ul style="list-style-type: none"> <li>● Staff training</li> </ul>	G
(i)	Establish effective cross school representative well-being group.	<ul style="list-style-type: none"> <li>● Whole staff meeting – elect representatives to support all aspects of workforce.</li> <li>● Utilise directed time.</li> </ul>	<ul style="list-style-type: none"> <li>● H/T report to Govs</li> <li>● SIP</li> </ul>	G G
(i)	To increase pupil access to therapeutic behaviour programmes (e.g. School Dog, Lego Therapy, Elsa, Walk and Talk Therapy, Edge of Exclusion support).	<ul style="list-style-type: none"> <li>● Timetable specific allocated timeslots for these activities.</li> <li>● CPD opportunities to train up more staff in the delivery of these programmes.</li> </ul>	<ul style="list-style-type: none"> <li>● HT report to Govs</li> <li>● SIP</li> </ul>	G A
(iii)	To review the school's reward systems to ensure they remain age appropriate to help children make the right choices.	<ul style="list-style-type: none"> <li>● Provide training as appropriate.</li> <li>● Regularly monitor the behaviour management system to ensure it reflects the needs and age range of the pupils.</li> <li>● Evaluate the impact and effectiveness of interventions and ensure they are evidence based.</li> </ul>	<ul style="list-style-type: none"> <li>● HT report to Govs</li> <li>● Behaviour data.</li> <li>● SIP</li> </ul>	G G A
(iii)	To improve the progress and participation for pupils with sensory and or physical difficulties	<ul style="list-style-type: none"> <li>● Sensory Champion Position created</li> <li>● Whole school Sensory Policy</li> <li>● Sensory diets embedded in each class</li> <li>● 1 x Training Sessions by Julia Dyer OT Sensory Lead and SENDCO attended</li> </ul>	<ul style="list-style-type: none"> <li>● HT report to Govs</li> <li>● Staff Appraisal</li> <li>● Training Log</li> </ul>	G G

		<ul style="list-style-type: none"><li>• Invest in Sensory OT for specialist high level input.</li></ul>		A
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