



Grantham Additional Needs Fellowship (GANF) - Context and Mission Statement

GANF is an all-needs specialist school and consists of two campuses in Grantham – Ambergate Campus and Sandon Campus.

Our Mission Statement is:

'Unique learners. Limitless learning.'

We see every member of our school community as a 'unique learner' capable of 'limitless learning', through the acceptance and celebration of diversity, pupils' rights and the belief that all children and young people can learn, achieve and fully participate in school and wider community life, whatever their circumstances.

We are committed to a 'strengths not deficit' based approach to understanding and exploring learning 'differences' rather than learning 'difficulties', and in doing so we place the unique talents and abilities of every pupil at the heart of what we do, celebrating progress and success in all its forms.

1.0 Purpose

1.1 This plan exists to ensure that the school is equally accessible to disabled pupils and pupils with special educational needs and that these pupils are not prevented from achieving academically, or getting maximum benefit from their school life, by being disadvantaged through inadequate provision of building structural services, facilities, resources or curricular/extra-curricular organisation.

1.2 Disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to day activities

1.3 The plan will also consider the requirements of disabled parents/carers, staff and visitors to the school.

The main objectives of this plan are:

- To increase the extent to which pupils with special educational needs or difficulties can participate in the school curriculum
- To improve the physical environment of the school to ensure that pupils with any kind of disability or learning difficulty can participate in all school activities
- To assess the delivery of written information to pupils to ensure that formats are available for pupils with disabilities or learning difficulties
- To ensure that the school listens to the views expressed by the pupils or parents about their preferred means of communication.

1.4 This plan is developed in conjunction with the school and Trust policies on Equality, Diversity



and Cohesion and Special Educational Needs. Actions identified from it will feed into the School Development Plan.

2.0 Responsibilities

2.1 The Local School Board will ensure that adequate resources are available for meeting the needs of existing disabled pupils/parents/carers/staff as identified as part of accessibility planning.

2.2 Once this has been achieved it will also consider the potential needs of future disabled pupils. However, it is recognised that such requirements may have an associated cost and these requirements will therefore not be implemented until the need to do so actually arises.

2.3 The Headteacher is responsible for ensuring that specialist help is provided to pupils with disabilities or specific learning difficulties in line with the LA guidelines and that LA support services and resources are fully engaged. This could involve working with other local schools to use their specialist resources.

2.4 The Headteacher is responsible for ensuring that accessibility issues are considered during the procurement process.

2.5 The Local School Board are responsible for ensuring that this plan is monitored and evaluated.

3.0 Principles of School Accessibility Planning

3.1 The school will not discriminate against disabled pupils or those with an Education, Health and Care Plan (EHCP) in their admissions and exclusions or in provision of education and other related school activities

3.2 The school will not put disabled pupils or those with an EHCP at a substantial disadvantage.

3.3 The school will review the accessibility plan on a three-year cycle and publish a revised Accessibility Plan identifying any actions that need to be implemented.

3.4 Effectiveness of the Accessibility Plan will be monitored by the local school board.

3.5 The pupil's right to confidentiality will be respected.

3.6 The views of parents and carers will be obtained to ensure that each child with a disability or EHCP is given an individual support plan that best meets their needs.

3.7 All staff will be fully briefed on the requirements of the support plans for children with a disability or EHCP.

3.8 Full risk assessments will be carried out to ensure the safety and well-being of disabled pupils or those with an EHCP.



3.9 All appropriate support resources and materials available from the LA will be engaged.

4.0 Increasing Participation in the School Curriculum

4.1 The Accessibility Plan will ensure that pupils with disabilities/EHCPs are able to participate in the wider school curriculum including sports, lunchtime clubs, cultural activities and school visits.

4.2 Classroom layouts and teaching methods are planned with the requirements of disabled children/those with EHCPs in mind.

4.3 Physically disabled pupils are assigned mentors from their peer group who can assist them where possible and / or necessary.

4.4 Support staff are deployed to ensure needs are being fulfilled, including the use of interventions.

4.5 The use of differentiation and quality-first teaching to promote progress in all areas of the curriculum.

4.6 Enhanced provision of specialist and bespoke therapies available for all pupils.

5.0 Improving the Physical Environment

5.1 The physical environment will be assessed including steps, stairways, kerbs, exterior surfaces and paving, parking areas, building entrances and exits (including emergency escape routes), internal and external doors, gates, toilets and washing facilities, lighting, heating, ventilation, signs, interior surfaces, floor coverings, room décor and furniture.

5.2 Required improvements to physical access will be identified in line with current and possible future needs and within the constraints of the school funds. Such improvements could include ramps, handrails, lifts, widened doorways, electromagnetic doors, adapted toilets and washing facilities, adjustable lighting, blinds, induction loops, well designed room acoustics and way-finding systems.

5.3 Physical aids to support education will also be reviewed. Such aids might include ICT equipment, enlarged computer screens and keyboards, concept keyboards, switches, photocopying enlargement facilities, specialist desks and chairs and portable aids for children with motor coordination and poor hand/eye skills, specialist pens and pencils, sloping desks, booster seats and specialist seating.

6.0 Improving the Delivery of Information to Disabled Pupils

6.1 Written information provided by the school to its pupils must be accessible to disabled pupils. The information should take account of pupils' disabilities, pupils' and parents' preferred formats and be made available within a reasonable time frame. The information might include handouts, timetables, and information about school events. The school might consider providing the information in alternative formats (such as large print, audio tape, Braille, a recognised symbol



system, using pictures) by using ICT, or by providing the information orally, through lip speaking or in sign language.

7.0 Access to Communication

7.1 Communication systems vary across the school, with each learner using a communication method that suits them, ranging from touch cues, to objects of reference, Picture Exchange Communication Systems (PECS), eye-gaze, communication books, to Makaton signing and speech. Staff work collaboratively with the Speech and Language Therapy team who maintain a regular training programme and also support school systems.

8.0 Monitoring and Evaluation

8.1 The progress on implementation of the Accessibility Plan and monitoring of its effectiveness is the responsibility of the local school board.

8.2 Evaluation will be based on the following indicators:

- Greater satisfaction of disabled pupils and their parents with the provision made for them and their participation in the life of the school;
- Evidence of the greater involvement of disabled pupils in the full life of the school (for example, participation in after school clubs, leisure, sporting and cultural activities and on school trips);
- Observable changes in staff confidence in teaching and supporting disabled pupils with a range of needs;
- Audits carried out on the main curriculum areas;
- Progressive planned improvements to the physical environment of the school;
- Information being available to pupils in a range of formats.

8.3 The Local School Board also recognises its responsibilities towards employees with disabilities will:

- Monitor recruitment procedures to ensure that individuals 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.

8.4 The plan will be resourced, implemented, reviewed and revised in consultation with:

- Pupils' parents.
- The Headteacher and other relevant members of staff.
- The Local School Board
- External partners.

This plan is reviewed every 3 years to consider the changing needs of the school and its pupils.



The plan will also be reviewed if the school is subject to any kind of refurbishment.

This Accessibility Plan in respect of Grantham Additional Needs Fellowship has been discussed by the Local School Board and was approved at their meeting on 23rd September 2021.



Accessibility Audit

Section 1: How does the school deliver the curriculum?

Question	YES/NO	Evidence	Action(s) (if required)
Do teachers and teaching assistants have the necessary training to teach and support disabled pupils?		See training logs	
Are classrooms optimally organised for disabled pupils?		Yes, but space limitation can have negative impact. Good use made of all available spaces.	Negotiations are underway with the LA to acquire the adjacent land and buildings belonging to a former local primary school. This additional space and resource will provide improved access to accommodation, all of which will be DDA compliant.
Do lessons provide opportunities for all pupils to achieve?		See T & L observations	
Are lessons responsive to pupil diversity?		See T & L observations	
Do lessons involve work to be done by individuals, pairs, groups and the whole class?		See T & L observations	
Are all pupils encouraged to take part in music, drama and physical activities?		See curriculum maps	
Do staff recognise and allow for the mental effort expended by some disabled pupils, for example using lip reading?		See T & L observations See class planning	
Do staff recognise and allow for the additional time required by some disabled pupils to use equipment in practical work?		See T & L observations See class planning	
Do staff provide alternative ways of giving access to experience or understanding for disabled pupils who cannot engage in particular activities, for example some forms of exercise in physical education?		See T & L observations, M & H planning, sensory room, soft play room	



Do you provide access to computer technology appropriate for students with disabilities?		See T & L observations See curriculum maps	
Are school visits made accessible to all pupils irrespective of attainment or impairment?		See Visits RA file	
Are there high expectations of all pupils?		See T & L observations, Parent Feedback, Ofsted	
Do staff seek to remove all barriers to learning and participation?		See T & L observations, Parent Feedback, Ofsted	

Section 2: Is the school designed to meet the needs of all pupils?

Question	YES/NO	Evidence	Action(s) (if required)
Does the size and layout of areas - including all classroom, sporting, play, social facilities, the assembly hall, dining area, shared areas, toilets, library and outdoor sporting facilities, playgrounds and shared areas allow access for all pupils?		The school has been extended previously to create additional places. Place demand remains very high and the school is operating at the upper end of NOR tolerance	Negotiations are underway with the LA to acquire the adjacent land and buildings belonging to a former local primary school. This additional space and resource will provide improved access to accommodation, all of which will be DDA compliant.
Can pupils who use wheelchairs move around the school without experiencing barriers to access such as those caused by doorways, steps and stairs, toilet facilities and showers?		Yes, apart from two first floor rooms in one of the teaching blocks. There are no current plans to install a lift facility	
Are pathways of travel around the school site and parking arrangements safe, routes logical and well signed?		Yes	
Are emergency and evacuation systems set up to inform ALL pupils, including pupils with SEN and disability; including alarms with		Yes, see Fire Risk Assessment and logs	



both visual and auditory components?			
Are non-visual guides used, to assist people to use buildings including lifts with tactile buttons?			Tactile information points required in reception and other areas of the school. toilets and classrooms.
Could any of the décor or signage be considered to be confusing or disorientating for disabled pupils with visual impairment, autism or epilepsy?		Extensive use of key symbols and Communication in Print / Widget	
Are areas to which pupils should have access well lit?		Yes	
Are steps made to reduce background noise for hearing impaired pupils such as considering a room's acoustics, noisy equipment?		Yes, some pupils with noise sensitivity are also be provided with ear defenders	
Is furniture and equipment selected, adjusted and located appropriately?		Yes	
Are classrooms organised to best meet the needs of pupils with a disability/statement of special needs?		Yes	

Section 3: Does the school deliver materials in other formats?

Question	YES/NO	Evidence	Action(s) (if required)
Do you provide information in simple language, symbols, large print, for pupils and prospective pupils who may have difficulty with standard forms of printed information?		Communication in Print / Widget symbols, signing, gesture, eye pointing, touch	
Do you provide information in simple language, symbols, large print, for parents/carers and prospective parents/carers who may have difficulty with standard forms of printed information?		Yes	
Do you ensure that information is presented to groups in a way		Yes	

Accessibility Plan

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which is user friendly for people with disabilities e.g. by reading aloud, overhead projections and describing diagrams?			
Do you have the facilities such as ICT to produce written information in different formats?		Widget / Communication in Print	
Do you ensure that staff are familiar with technology and practices developed to assist people with disabilities?		Yes, see training logs	