



ACCESSIBILITY POLICY AND PLAN

SCOPE:	Academy Policy
AUTHOR/ORIGINATOR:	Principal and Estates Director
NAME OF RESPONSIBLE DIRECTOR/PRINCIPAL:	Academy Principals
APPROVING COMMITTEE/INDIVIDUAL:	Academy Accountability Committee (AAC)
STATUTORY BASIS:	Statutory Policy
REQUIREMENT TO PUBLISH ON WEBSITE:	Yes - Academies
DATE CONSULTED ON BY JCNC:	N/A
DATE RATIFIED BY APPROVING COMMITTEE/INDIVIDUAL:	Accessibility Plan to be approved by AAC in Spring Term 2021
REVIEW PERIOD:	3 yearly
DATE DUE FOR NEXT REVIEW:	July 2023
REFERENCE NUMBER:	AAT-015
ADDED TO ALCUMUS BY:	Lucy Ford
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Contents

	Page No.
Statement of Intent	3
1. Legal Framework	4
2. Definition	4
3. Roles & Responsibilities	4
4. Accessibility Plan	5
5. Equal Opportunities	6
6. Admissions	7
7. Curriculum	7
8. Physical Environment	8
9. Monitoring & Review	8
Appendices:	
1. Accessibility Plan – Curriculum	9
2. Accessibility Plan – Physical Environment	10
3. Accessibility Plan – Information	11

Statement of Intent

Ambitions Academies Trust (AAT) is committed to taking all steps possible to avoid placing anyone at a substantial disadvantage and to providing an environment that enables full curriculum access which values and includes all pupils, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

AAT is committed to taking positive action with regard to disability and to developing a culture of inclusion, support and awareness across AAT.

This policy must be adhered to by all staff, pupils, parents/carers and visitors.

Signed:



Principal

1st December 2020

Date



CEO

30th November 2020

Date

1. Legal Framework

- 1.1. This policy has due regard to legislation including, but not limited to, the following:
 - United Nations Conventions on the Rights of the Child
 - United Nations Convention on the Rights of Persons with Disabilities
 - Human Rights Act 1998
 - Special Education Needs and Disability Regulations 2014
 - Education and Inspections Act 2006
 - Equality Act 2010
 - The Education Act 1996
 - The Children & Families Act 2014
 - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- 1.2. This policy has due regard to national guidance including, but not limited to, the following:
 - DfE (2014) "The Equality Act 2010 and Schools"
 - DfE (2015) "Special Educational Needs & Disability Code of Practice: 0 – 25 years"
- 1.3. This policy will be used in conjunction with the following Trust and Academy policies and procedures:
 - Equality & Diversity Policy
 - Equality Information & Objectives
 - Early Years Foundation Stage (EYFS) Policy
 - Special Educational Needs Policy
 - Admissions Policy
 - Behaviour Policy
 - Supporting Pupils with Medical Conditions Policy
 - Curriculum Policy
 - Health & Safety Policy
 - Data Protection Policy
 - Academy Development Plan

2. Definition

- 2.1. A person is defined as having a disability if they have a physical or mental impairment that has an adverse, substantial and long-term effect on their ability to carry out normal day to day activities.
- 2.2. The Equality Act 2010 means that schools cannot unlawfully discriminate against pupils because of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, pregnancy or maternity, marriage or civil partnership.

3. Roles & Responsibilities

- 3.1. Staff members will act in accordance with the Academy's Accessibility Policy and Accessibility Plan at all times.

- 3.2. The Principal, in conjunction with the Academy Advisory Committee (AAC)/Academy Priority Support Committee (APSC), will create an Accessibility Plan with the intention of improving the Academy's accessibility.
- 3.3. The AAC/APSC are responsible for monitoring the Accessibility Plan.
- 3.4. The AAC/APSC will approve the Accessibility Plan before it is implemented.
- 3.5. All staff members are responsible for ensuring that their actions do not discriminate against any pupil, parent or colleague.
- 3.6. The Principal will ensure that staff members are aware of pupils' disabilities and medical conditions where necessary.
- 3.7. During a new pupils' induction, the Academy will establish whether the pupil has any disabilities or medical conditions which it should be aware of.
- 3.8. The Principal is responsible for consulting with relevant and reputable experts if challenging situations regarding pupils with disabilities arise.
- 3.9. The Principal, AAC/APSC and SLT will work closely with external agencies to effectively create and implement the Academy's Accessibility Plan.
- 3.10. The SENCO will work closely with the Principal and AAC/APSC to ensure that pupils with SEND are appropriately supported.
- 3.11. All staff members and AAC/APSC will partake in whole-school training on equality issues related to the Equality Act 2010.
- 3.12. Designated staff members will be trained to effectively support pupils with medical conditions e.g. understanding how to administer insulin.

4. Accessibility Plan

- 4.1. The Accessibility Plan will be structured to complement and support the Academy's Equality & Diversity Policy as well as the Special Educational Needs & Disability Policy.
- 4.2. The Accessibility Plan will be presented as either a freestanding document or as part of another document e.g. Academy Development Plan.
- 4.3. The Academy's Accessibility plan demonstrates how access will be improved for pupils with disabilities, staff, parents/carers and visitors to the Academy within a given timeframe.
- 4.4. The Plan has the following key aims:
 - To increase the extent to which pupils with disabilities can participate in the curriculum.
 - To improve and maintain the Academy's physical environment to enable pupils with disabilities to take advantage of the facilities and education on offer.

- To improve the availability and delivery of written information to pupils, staff, parent and visitors with disabilities.
- 4.5. The intention is to provide a projected plan for a 3-year period ahead of the next review date which will be Spring term 2023.
 - 4.6. If it is not feasible to undertake all the plans/ works during the lifespan of the Accessibility Plan some items will roll forward into subsequent plan.
 - 4.7. The Accessibility Plan will be used to measure the necessity of making reasonable adjustments in order to accommodate the needs of people with disabilities where practicable.
 - 4.8. The Accessibility Plan will be used to advise other Academy planning documents and will be reported upon annually in respect of progress and outcomes.
 - 4.9. Both the Accessibility Policy and Accessibility Plan will be published on the Academy's website.
 - 4.10. An access audit will be undertaken by the AAC/APSC and SENCO every year.
 - 4.11. The Academy will provide adequate resources for implementing plans, ensuring pupils are sufficiently supported.
 - 4.12. During Ofsted inspections the inspectorate may include the Academy's Accessibility Plan as part of their review.
 - 4.13. The LA may provide auxiliary aids and services where necessary to help the Academy provide suitable support to pupils with disabilities.

5. Equal Opportunities

- 5.1. Academy strives to ensure that all existing and potential pupils are given the same opportunities.
- 5.2. The Academy is committed to developing a culture of inclusion, support and awareness.
- 5.3. Staff members will be aware of any pupils who are at a substantial disadvantage and will take the appropriate steps to ensure the pupil is effectively supported.
- 5.4. The Accessibility Plan will detail any barriers which are hindering the opportunities for pupils with SEND. The aim of the plan is to take appropriate measures in order to overcome these barriers, allowing all pupils equal opportunities.
- 5.5. Wherever possible teaching staff will adapt their lesson plans and the curriculum to allow all pupils to reach their full potential and receive the support they need.
- 5.6. The Academy will ensure that all extracurricular activities are accessible to all pupils and make reasonable adjustments to allow pupils with SEND to participate in all Academy activities.

6. Admissions

- 6.1. The Academy will act in accordance with the Admissions Policy.
- 6.2. The Academy will apply the same entry criteria to all pupils and potential pupils.
- 6.3. The Academy will strive to not put any pupil at a substantial disadvantage by making reasonable adjustments prior to the pupil starting at the Academy.
- 6.4. All pupils, including those with SEND, will have appropriate access to all opportunities available to any member of the Academy community.
- 6.5. Information will be obtained on future pupils in order to facilitate advanced planning.
- 6.6. Prospective parents/carers of pupils with an EHCP and pupils with SEND are invited to a transition meeting prior to the pupil starting school in order to discuss the pupil's specific needs.

7. Curriculum

- 7.1. The Academy is committed to providing a healthy environment that enables full curriculum access and values and includes all pupils regardless of their education, physical, sensory, social, spiritual and emotional needs.
- 7.2. No pupil is excluded from any aspect of the Academy curriculum due to their disabilities or impairments.
- 7.3. The Academy aims to provide a differentiated curriculum to enable all pupils to feel secure and make progress.
- 7.4. The Subject Lead for each subject and the SENCO will work together to adapt a pupil's Individual Plan with advice sought from outside agencies where appropriate to allow all pupils to reach their full potential.
- 7.5. Physical education lessons will be adapted wherever possible to allow pupils with disabilities to participate in lessons.
- 7.6. Where areas of the curriculum present challenges for a pupil, these are dealt with on an individual basis.
- 7.7. The class teacher, in discussion with the pupil and their parents/carers, will ensure that all adjustments possible, in line with common sense and practical application, will be made for any disability or impairment.
- 7.8. There are established procedure for the identification and support of pupils with SEND in place at the Academy.
- 7.9. Detailed pupil information on pupils with SEND are given to relevant staff in order to aid teaching.

7.10. Specialist resources are available for pupils with visual impairments such as large print reading books.

7.11. Learning Support/Teaching Assistants are deployed to implement specific literacy, numeracy and speech programmes.

8. Physical Environment

8.1. The Academy is committed to ensuring that all pupils, staff members, parents/carers visitors have equal access to areas and facilities within the Academy premises.

8.2. The Academy has toilet facilities suitable for people with disabilities which are fitted with a handrail and an emergency pull cord.

8.3. Where entrances to the Academy are not flat, a ramp is supplied for access.

8.4. The corridor flooring and lighting is designed to support those who are visually impaired.

9. Monitoring & Review

9.1. This policy will be reviewed on a three yearly basis or when new legislation or guidance concerning equality and disability is published.

Outstanding Achievement for All

Curriculum

The AAC/APSC must 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 actions should then be identified to address specific gaps and improve access. All procedures should be carried out in a reasonable time and after taking into consideration pupils' disabilities and the preferences of themselves or their parents/carers. The grid below should be completed for the curriculum, physical environment and information provision.

	Target	Strategy	Outcome	Timeframe	Achievement	Review
Medium Term	Continue to develop CPD to all teaching and support staff focussed on supporting pupils with SEND to access the curriculum.	Following lesson visits, agree any pupil needs that require additional CPD from a teaching and learning perspective.	Pupils with SEND have a broad and balanced curriculum that they can access.	July 2020	Pupils meet their individual EHCP targets detailed in Impact Profiles.	Termly
Medium Term	Review impact of Motional across the school to ensure emotional barriers to learning are reduced so that they can access the curriculum fully.	Lead for Personal Development will monitor the impact of the tool across the school, working with teaching staff to evaluate impact.	Pupils with SEND can access broad and balanced curriculum offered by the school.	Jan 2021	Pupils meet their individual EHCP targets detailed in Impact Profiles.	Termly
Medium Term	Review and enhance further opportunities within the developing Forest School environment – linked to Zones of Regulation	Pupil voice survey to review current programme and areas of interest. Cost resources and staffing to offer additional opportunities for key SEND groups.	Improved attendance in line with national average Full engagement and attendance at extra-curricular activities.	July 2021	Self-regulation skills are transferable outside of the school setting	Termly

Physical Environment

The AAC/APSC should undertake an audit of the extent to which pupils with disabilities can access the physical environment on an equal basis with their peers. Short, medium and long-term actions 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 consideration pupils' disabilities and the preferences of the pupils themselves or their parents/carers.

	Location	Item to Improve Physical Access	Activity	Timeframe	Cost (est.)	Review
Short Term	PE cupboard	Wall removed to improve wheelchair access into the main building	Wall removal	complete	£300	
Medium Term	Minibus drop off	Re-tarmac back play area	Separating physical access for pupils arriving by minibus from staff car park area.	complete	12k	
Long Term	Carpark	More parking to be available onsite for staff	Re-configuration of existing facilities.	July 2021	tbc	

Information

The AAC/APSC should undertake an audit of the extent to which pupils with disabilities can access information 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 consideration pupils' disabilities and the preferences of themselves or their parents/carers.

	Target	Strategy	Outcome	Timeframe	Achievement	Review
Short Term	Review the accessibility of communication between school and home to ensure that it is clearly understood.	Audit the current information delivery procedures.	Home school information is monitored by the Pastoral Team (home/school sheets and phone calls)	July 2020	All parents and pupils surveyed provide positive feedback that information is accessible.	July 2020
Long Term	Ensure all documentation available on our website is accessible to our parents	Audit website and make use of video and Widgits to support access	All information is fully accessible	July 2021	Parental feedback positive with clear understanding where important documentation and information is kept for reference.	July 2020

