



Accessibility Plan

November 2017

Signed (Chair of Trustees):	
Date:	November 2017
Date of Review:	November 2018

The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved. This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.

Introduction

This Plan has been drawn up in accordance with the planning duty in the Equality Act 2010. It draws on the guidance from *"Accessible Schools: Planning to increase access to schools for disabled pupils"* (DfES 07/02) and *"Getting it right for future generations"* (Four S SCC 04/03).

Definition

The Equality Act 2010 defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

Key Objective

To reduce and eliminate barriers to access the curriculum and to ensure full participation in the school community for pupils and prospective pupils with a disability.

Principles

Compliance with the Equality Act is consistent with the Trust's aims and Equality Policy and the operation of the Trust's SEND and Inclusion policies.

The Trust recognises its duty under the Equality Act 2010:

- Not to discriminate against disabled pupils in their admissions, exclusions and provision of education and associated services.
- Not to treat disabled pupils less favourably.
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage.
- To publish an Accessibility Plan.

The Trust will:

- Recognise and value parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities and respects the parents' and child's right to confidentiality.
- Provide all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles. This curriculum endorses the key principles in the National Curriculum 2014 framework, which underpins the development of a more inclusive curriculum by:
 - Setting suitable learning challenges.
 - Responding to pupils' diverse learning needs.
 - Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

Policy into Practice

A. Education and Related Activities

The Trust will continue to seek and follow the advice of LEA services and outside agencies, such as specialist teacher advisers and SEN consultants and appropriate health professionals from the local NHS Trusts. *[See checklist provided on page 29 DfES Guidance "Accessible Schools: Planning to increase access to schools for disabled pupils"]*

B. Physical Environment

The Trust will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the sites and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings. *[See checklist on page 30 of DfES Guidance as above].*

While the buildings have certain restrictions, we aim to make reasonable adjustments where appropriate to support pupils and visitors with physical difficulties and sensory impairments.

C. Provision of Information

The Trust will make itself aware of local services, including those provided through the LEA, for providing information in alternative formats when required or requested.

Action Plan

The trust will publish an Action Plan outlining short, medium and long term targets to ensure the aims of the Key Objective of the Accessibility Plan is met. [Appendix 1]

Linked Policies

This Accessibility Plan will contribute to the review and revision of related Trust policies:

- School Improvement Plan (including premises)
- Staff Development Plan
- Safeguarding Policy
- SEND Policy
- Inclusion Policy
- Equality Act 2010
- Equal Opportunities Policy
- Curriculum Policy
- Teaching and Learning Policy

Staff Responsible	Mrs M Okoye - CEO/Executive Principal Jason Cook – Head of Schools
Davies Lane	Mrs S Ahmed - Deputy Head/Inclusion Manager
Selwyn	Miss K Barter - Assistant Head/Inclusion Manager
Acacia Nursery	Mrs S Ahmed - Deputy Head/Inclusion Manager
School Governors Responsible	Ms M Skeete and Mrs L Pikesley

Appendix 1

Trust Accessibility Plan

Timeframe	Target	Activity	How	Outcomes
Monitored and evaluated weekly, monthly and half termly	1. Increasing the extent to which pupils can participate in the schools' curriculum	<ul style="list-style-type: none"> • Staff aware of pupils' individual needs • Ensure relevant pupils can access curriculum by employing and using trained staff • Effective use of equipment to promote learning where appropriate e.g. hearing enhancement • Curriculum planning makes provision for pupils • Lessons address a variety of learning styles and are differentiated appropriately • Monitoring of pupils to ensure significant progress is made • School visits are accessible to all pupils regardless of attainment 		
Spring 2017	2. Ensure continued compliance with Equality Act 2010	Staff and Governing Body review the requirements and obligations of Equality Act and of the Accessibility Plan	Staff meeting to share Accessibility Plan Local Governing Body meeting	Schools continue to comply with requirements of DDA and Code of Practice
Spring 2017	3. Ensure school visits are made accessible to all pupils	To refer to LEA guidance on school visits EVC to be aware of LEA lead officer	Staff meeting Visits file Liaison with parents to coordinate inclusion details	Staff aware of procedures and school policy implemented and monitored
Spring 2017 on going	4. Working to improve the environment for children with ASD (Davies Lane)	Develop soft play room and sensory room Refurbishment of Acorn classroom Visual timetables accessible Effective sign posts/labels in key areas	Refurbishment of classroom for ASD provision Visual timetables Finance from Premises budget share	Specialised ASD classroom, Soft Play room, Sensory room established
Summer 2017	5. Improve access to all designated areas during refurbishment	Ramped access to buildings as necessary Lifts installed in the North site at Davies Lane	Planned use of devolved capital allocation as part of planned improvements and refurbishment	All ground floor teaching areas accessible
Summer 2017	6. Davies Lane and Selwyn New build. Entrance to be fully compliant with requirements for accommodating disabled parents pupils and visitors	Liaise with Building Surveyor to include requirements in specifications	Site meetings Liaison with contractors Advice from LEA	Access to the school and reception area without physical barriers Inclusive environment for pupils with visual impairment