

<b>POLICY / PROCEDURE / ACADEMY DOCUMENT:</b>	<b>ACCESSIBILITY PLAN</b>	
<b>POLICY REF:</b>	<b>O-SMP-001</b>	
<b>POLICY STATUS:</b>	<b>Recommended</b>	<b>Statutory</b>  ✓
<b>THIS VERSION APPROVED (DATE):</b>	<b>14<sup>th</sup> November 2017</b>	
<b>SIGNED: (CHAIR OF MEETING)</b>	.....	
<b>MINUTED (DATE):</b>	<b>14<sup>th</sup> November 2017</b>	
<b>REVIEW DATE:</b>	<b>November 2018</b>	
<b>TRUSTEES MEETING:</b>	<b>Personal Development, Behaviour and Welfare</b>	
<b>RESPONSIBLE OFFICER:</b>	<b>Headteacher</b>	

## ACCESSIBILITY PLAN

### Contents

#### [Statement of intent](#)

1. [Planning duty 1: Curriculum](#)
2. [Planning duty 2: Physical environment](#)
3. [Planning duty 3: Information](#)
4. [Version Control](#)

## Statement of intent

This plan should be read in conjunction with the School Development Plan and outlines the proposals of the governing board of The Ashley School Academy Trust to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
- Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, and facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

The above aims will be delivered within a reasonable timeframe, 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 board 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 regularly in consultation with:

- The parents/carers of pupils
- The Headteacher and other relevant members of staff
- Governors
- External partners

This plan is reviewed annually to take into account the changing needs of the schools and its pupils, and where the school has undergone a refurbishment.

	Issue	What	Who	When	Outcome	Review
<b>Short term</b>	Management does not know if the school's physical environment is accessible	Audit of physical environment	Building surveyors	Spring 2017	School is aware of accessibility barriers to its physical environment, and will make a plan to address them	Summer <u>2018</u>
<b>Medium term</b>	Learning environment of pupils with visual impairment is not accessible	Incorporation of appropriate colour schemes	School business manager	Summer 2017	Learning environment is accessible to pupils with visual impairments (Rolling Painting for Repainting)	Autumn 2018
	Toilets are not accessible	Handrails installed	School business manager	Summer 2017	Access to toilets is increased (PE completed)	Autumn 2018
<b>Long term</b>	Children with physical disabilities cannot access school buildings	Construction work undertaken	School business manager/building contractors	Summer 2016	School buildings are fully accessible (Flats 26/28 – Autumn 2017)	Autumn 2018

#### 4 VERSION CONTROL

Academy Version 2017-2018/001	November 2017
Date agreed by the Personal Development, Behaviour and Welfare Committee:	14 <sup>th</sup> November 2017
This policy updates and replaces that approved by Trustees:	N/A
<p>In this policy as in all documents of The Ashley School Academy Trust (“TASAT”) any reference to The Ashley School, The Academy, School or Trustees of The Ashley School is a reference to The Board of Directors of The Ashley School Academy Trust and any reference to the Headteacher of The Ashley School is a reference to the Chief Executive Officer of TASAT.</p>	
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