

**Title**

Accessibility Policy

**Associated Policies**

- Equality Policy (TPO/EO/01)
- SEN & Inclusion Policy (TPO/STU/05)

REVIEWED: SEPTEMBER 2015

NEXT REVIEW: SEPTEMBER 2018

**1. Policy Statement**

- 1.1 The Equality Act 2010 requires the Trust to publish an Accessibility plan. The plan must cover the Trust's actions to improve accessibility in 3 key areas:
- Increased access to the curriculum for disabled pupils
  - Improvements to the physical environment to increase access to education and associated services at the school
  - Improvements in the provision of information for disabled pupils where it is provided in writing for non-disabled recipients.
- 1.2 This plan is to be adequately resourced, effectively implemented and regularly reviewed and revised as necessary, at least every three years.

**2. Who does this policy apply to?**

- 2.1 All pupils attending Brooke Weston Trust schools.

**3. Who is responsible for carrying out this policy?**

- 3.1 Principal coordinators at each school.

**4. What are the principles behind this policy?**

- 4.1 BWT are committed to:
- demonstrating a commitment to developing access to the school for all pupils
  - reflecting the views, wishes, aspirations and concerns of parents and pupils and be based on a culture of high expectations for all
  - reflecting an understanding of other legislation that provides protection to children, such as that on race, human rights and health and safety
  - being guided by the National Curriculum Inclusion Statement and the aims set out for the school curriculum
  - supporting a problem-solving approach and a commitment to the effective and sustainable use of resources
  - using information from audit and other data collection approaches validated by research
  - showing how the school plan is coordinated with the LA's strategy
  - embedding accessibility within the school improvement process
  - making explicit links with the work of other agencies
  - including a clear evaluation strategy.

**5. Procedures**

- 5.1 What will our equality objectives cover?
- All staff within BWT will have completed at least one course on equality and diversity, thereby raising awareness.
  - Narrowing the gap in performance of disabled pupils
  - Reducing the number of homophobic incidents
  - Encouraging girls to consider non-stereotyped career options
  - Encouraging student participation in racial awareness campaigns.

- 5.2 In order to comply with the duty to meet statutory requirements for accessibility plans BWT will :
- Not treat pupils with protected characteristics less favourably than those without such characteristics
  - Not discriminate against anyone on the grounds of:
    - race
    - colour
    - nationality or citizenship
    - ethnic or national origin
  - Not discriminate against any pupil on the grounds of his or her religious beliefs or customs
  - Take reasonable steps to avoid putting disabled pupils at a substantial disadvantage (the “reasonable adjustment” duty) in matters of admission and education.
- 5.3 BWT is committed to the implementation across all of its schools to having a uniform which avoids the social or emotional pressures on pupils of choosing their own attire. BWT will ensure that all uniform policies are reasonable and take into account cultural and religious issues – while pupils are expected to adhere to a school's uniform policy, BWT will be sensitive to the needs of different cultures, races and religions.
- 5.4 Within our plan we will work to identify;
- The extent to which disabled pupils (including those with learning difficulties) can participate in the whole curriculum
  - Making written information accessible in a range of different ways for disabled pupils, where it is provided in writing for pupils who are not disabled
  - Proposed developments in physical access to education and associated services.
- 5.5 The strategic accessibility plan for BWT academies is set out in Annex A
- 5.6 The plan at Annex A will be review on an annual basis by the Local Governing Bodies and the Brooke Weston Trust Board of Directors and progress will be evaluated. The plan may be updated and/or modified as a result.

## 6. Policy Review

- 6.1 This policy will be monitored as part of the Trust’s annual internal review and reviewed on a three year cycle or as required by legislature changes.

## ANNEX A – PLANS and OBJECTIVES

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

	Targets	Strategies	Outcomes	Timeframes	Goals
Short Term					
Short Term					
Medium Term	Availability of written material in alternative formats	The school will make itself aware of the services available through the LA for converting written information into alternative formats.	The school will be able to provide written information in different formats when required for individual purposes		Delivery of information to disabled pupils improved
Medium Term					
Long Term					

Reviewed by

[name] **Date** [ MONTH/YEAR]

**Improving the physical environment of the school to increase access to education by disabled pupils**

	Targets	Strategies	Outcomes	Timeframes	Goals
Short Term					
Short Term					
Medium Term	Accessible car parking	Bays to be signed and compliance monitored	Improved access to disabled pupils and parents		Improved access to the school site
Medium Term					
Long Term					

Reviewed by

[name] Date [ MONTH YEAR]

## Improving the delivery of information to disabled pupils

	Targets	Strategies	Outcomes	Timeframes	Goals
Short Term					
Short Term					
Medium Term	Availability of written material in alternative formats	The school will make itself aware of the services available through the LA for converting written information into alternative formats.	The school will be able to provide written information in different formats when required for individual purposes		Delivery of information to disabled pupils improved
Medium Term					
Long Term					

Reviewed by

[name] Date [MONTH YEAR]