

The Aylesbury Vale Academy Trust



Accessibility Policy & Plan

Policy Reference:	AVA.003
Description:	This document provides a plan to illustrate how the Academy Trust is making itself more accessible and to meet the needs of students with a disability
Status:	Statutory Policy
Policy Audience:	Students & Parents/Carers
Academy Contact:	Executive Principal/Primary Headteacher
Other related AVA policies and procedures:	Equality Policy, SEND Policy
Governor Committee:	Governing Body
Approved by the Governing Board on:	20.10.15
Latest Date for Next Review:	31.10.18
Version + Schedule of Amendments:	V.01 – 26/3/13 V.02 – 15/7/14 – Minor updating V.03 – 20/10/15 - Review
Signed:	
Date of Signature:	

In reviewing this policy the Governing Board has had regard to the Equality Act 2010 and carried out an equality impact assessment. It is satisfied that no group with a protected characteristic will be unfairly disadvantaged by this policy.

The Equality Act, Schedule 10 requires the Academy Trust to prepare an Accessibility Plan. This plan should cover:

- a) Increasing the extent to which students with a disability can participate in the Academy Trust's curriculum.
- b) improving the physical environment of the buildings for the purpose of increasing the extent to which students with a disability are able to take advantage of education and benefits, facilities or services provided or offered by the Academy Trust, and
- c) improving the delivery to students with a disability of information which is readily accessible to students who do not have a disability.

DISABILITY DEFINITION

'A person has a disability if he or she has a physical or mental impairment that has a substantial long-term adverse effect on his or her ability to carry out day to day'.

The Academy Trust is committed to providing an environment that enables full curriculum access that values and includes all students, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to continually developing a culture of inclusion, support and awareness within the Academy Trust.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Academy Trust's policy on equality is to ensure that there is no discrimination against any group with the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, religion or belief, gender or sexual orientation. With this in mind the Academy Trust has put in place policies and procedures so that disabled people are not treated any less favorably in the service, education or support they receive than people without a disability. Meeting these requirements is fully consistent with the Academy Trust's Equality Policy.

New premises were completed in September 2013 which provides full access to the premises for users with a physical disability.

Academy-wide training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act.

ACCESS TO THIS PLAN:

This plan will be made available upon request to any current parent/carer or prospective parent/carer who requests it. This plan will also be made available to any member of staff or applicant for a post at the school who requests it. It will also be placed on the Academy website. This plan will be used by the Senior Leadership Team Management and will inform relevant aspects of the school's development plan.

This plan will be made available to Ofsted inspectors and other interested parties upon request.

Academy Access Plan 2015-18

		Objective	Strategies	Who	Timeframe	Goal Achieved
Improving Access to the Curriculum						
	1	To plan the steps necessary to make the curriculum and extra-curriculum activities accessible to a wider range of students	To consider SEND & Equality Policies and their impact on the curriculum	SENCO & SLT	Annually	More students with a disability having wider access to the curriculum
	2	Improve ICT access for visually impaired students	Where appropriate include large screens and other technologies in ICT capital spend	SENCO, SLT & Network Manager	Annually	Equipment in place providing wider access
	3	Carry out an audit of the requirements for all students with a disability	Develop staff's knowledge and skills in managing students with different disabilities.	SENCO & SLT	Annually	Staff have increased confidence and skills in working with students with a disability
Improving the Physical environment						
	4	The accommodation is generally now fully accessible – monitor against the needs of individual users	Academy DFCG funding	Executive Principal/ Governing Board	Annually	No accommodation issued raised
	5	Promote the new facilities to users with a disability	Make contact with appropriate groups who may want to use the accommodation	SLT	Annually	Increase rate of use by users with a disability
Improving the Provision of Information						

	6	Improve availability of written material in alternative forms	Academy to make itself aware of local and BCC services for converting written information into alternative formats	SENCO researches and discusses with SLT & Governors	Summer term 2016 & then annually	Academy able to deliver information to all students and parents/carers with disabilities
	7	To improve communication with students/users with a disability	To ensure the academy website is clear, simple and easy to use. Regular contact with parents/carers through meetings and written communications	SENCO, SLT, Data Manager	Annually	Ongoing website development and personal contact with parents/carers