



Accessibility Plan

Context:

This plan seeks to address the statutory requirements of the Equality Act 2010 (which replaces the Disability Discrimination Act 1995) and to further the aims of our Vision Statement by:

Continuing to improve all aspects of the physical environment of the Academy site and other resources so that all disabled persons can take full advantage of the education and associated opportunities provided by the Academy.

Definition (Equality Act 2010):

“A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities”

The building, opened in January 2012, is fully compliant with building standards and the recommendations in the Equality Act 2010

There are three lifts, disabled toilets, disabled changing facilities, level access throughout the building and disabled parking places.

Flexible learning spaces and furniture enable the Academy to accommodate any equipment needed by individual students.

Refuge points for students with mobility needs are located at the top of each set of stairs in the event of a fire, and a fire evacuation plan is in place.

Maintenance and renewal:

All building improvements made under this Accessibility Plan will be built into the regular checks of the Facilities Manager.

Individual needs:

Priorities set out in this plan may change to accommodate the changing needs of individuals, as advised by the Learning Support Faculty Leader/SENCO (for students) and line managers (for staff).

Specific priorities include:

- Service and review of enhanced fire alarm system for students with impaired hearing.
- To review the allocation, availability and state of repair of disabled car parking bays on site.
- To review the Academy’s responsibilities under the provisions of the Equality Act (2010).

Curriculum delivery:

The Academy’s Vision Statement and SEND Policy make clear our approach to the delivery of the curriculum. We actively seek the support and advice of all relevant services to ensure the curriculum is accessible to all students. Relevant modifications to the delivery of the curriculum are negotiated on an individual basis as required.

Review Cycle: Annual Review
Next Review Date: March 2023
Person Responsible: Director of Business and Finance
Approving Body: Headteacher

Associated policies and plans:

This plan should be read in conjunction with other relevant documents including:

- Equality and Diversity Policy
- SEND Policy
- SEND Information Report

Review and Evaluation:

This policy will be reviewed every two years in accordance with the Handbook of Governance.

The policy is monitored and evaluated by the Director of Finance and Business who will provide reports on progress made to the Finance and Resources Committee of the Governing Body.