



Accessibility plan

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| Audience: | Parents School staff (in particular senior leaders, site management staff and inclusion staff) Local Governing Bodies |
| Approved: | Headteacher – month and year |
| Other related policies: | equality, inclusion, health & safety, safeguarding |
| Policy owner: | Anna Thompson, Head of Governance & Policy |
| Policy model: | Principles: this means REACH2 schools can use this framework directly <u>or</u> maintain their own documentation, ensuring at the next opportunity that this aligns with REACH2 principles set out here |
| Review: | every 3 years or more frequently if national policy requirements or the school's circumstances change |
| Version number: | 1.0 July 2017 |

REAch2 accessibility plan



At REAch2, our actions and our intentions as school leaders are guided by our Touchstones:

- Integrity** We recognise that we lead by example and if we want children to grow up to behave appropriately and with integrity then we must model this behaviour
- Responsibility** We act judiciously with sensitivity and care. We don't make excuses, but mindfully answer for actions and continually seek to make improvements
- Inclusion** We acknowledge and celebrate that all people are different and can play a role in the REAch2 family whatever their background or learning style
- Enjoyment** Providing learning that is relevant, motivating and engaging releases a child's curiosity and fun, so that a task can be tackled and their goals achieved
- Inspiration** Inspiration breathes life into our schools. Introducing children to influential experiences of people and place, motivates them to live their lives to the full
- Learning** Children and adults will flourish in their learning and through learning discover a future that is worth pursuing
- Leadership** REAch2 aspires for high quality leadership by seeking out talent, developing potential and spotting the possible in people as well as the actual

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POLICY OVERVIEW

Overarching principles

- We are fully committed to REAch2 schools being as inclusive as possible, so that every child can reach their full potential.
- This applies to all settings in our schools – nursery as well as compulsory school age; mainstream as well as (where relevant) enhanced learning provision/specialist bases; core school time as well as before and after school care and activities.
- Accessibility plans for REAch2 schools should cover the three core areas (physical environment, curriculum and information) and anything else that is relevant, depending on the issues and circumstances for each school.
- We also aspire to our schools being as accessible as possible to all our parents/carers, staff and volunteers, whatever their needs and circumstances.
- We believe that everybody stands to gain where schools are inclusive, diverse and responsive to the needs of their local communities.

Intended impact

To help ensure that every REAch2 pupil has the best possible access to their schools' facilities and resources.

Roles & responsibilities:

- Pupils and parents/carers will: alert the teacher or a senior leader if they are concerned about an issue of accessibility or have ideas about further improving inclusion
- REAch2 schools will: develop, maintain and keep under review a relevant and appropriate accessibility plan
- REAch2 central staff will: provide support to the school as necessary, particularly via the estates, education and safeguarding leads within the regional team
- REAch2 local governors will: provide scrutiny, support and challenge to the school's senior leaders on the accessibility plan and its implementation

How this relates to national guidance & requirements

Schools need to carry out accessibility planning for disabled pupils under the Equality Act 2010. In particular, under paragraph 3 of Schedule 10 to the Act, schools must publish an accessibility plan, to include details of how they are:

- increasing your disabled pupils' ability to participate in your school's curriculum
- improving the physical environment of your school so disabled pupils can take better advantage of the education, benefits, facilities and services you offer
- improving the availability of accessible information to your disabled pupils

Our schools' actions in relation to the public sector equality duty and equality objectives are also relevant here – see our separate Equalities Duty Framework document.

Any key definitions

Person with a disability – defined by section 6 of the Equality Act 2010 as if he or she has “a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities”.

IMPLEMENTATION

It is for the Headteacher to develop and approve the accessibility plan, working with senior leaders, relevant members of staff (such as the site manager or inclusion officer) and local governors.

REAch2 central staff can provide support and expertise, including the Regional Maintenance Surveyor (in relation to the physical environment) and the Regional Director or Associate School Leaders (in relation to curriculum and resources).

National guidance is that the accessibility plan can be a standalone document or part of another document such as the School Development Plan.

REAch2 schools should keep their progress against the plan under regular review (at least annual), drawing on the scrutiny and challenge of local governors. The objectives themselves should be reviewed every three years, or sooner if there have been changes in the circumstances of the school that affect accessibility in any of the three given dimensions (physical, curriculum, information).

The plan must be published on the school's website and available in hard copy on request.

ANNEX 1: suggested format for accessibility plan



School name:

Date plan was approved by the Headteacher:

Date of input from governors (if any):

Date of most recent review:

| Objectives – specific, measurable | Expected actions/timeframes | Links to other key documents (if any) | Cost (if relevant) | Date achieved or progress review |
|---|--|---|---------------------------|--|
| PHYSICAL ENVIRONMENT | | | | |
| <i>outline of the objective/targeted action</i> | <i>details of implementation plans</i> | <i>chance to cross-reference if wished to e.g. the School Development Plan or Equality Objectives</i> | | <i>Commentary on progress, with review date and who did the review (in particular HT, SLT and/or LGB). This commentary should either summarise progress since the objective was originally set or provide commentary for each individual review since then</i> |
| <i>Add more rows as necessary</i> | | | | |
| CURRICULUM | | | | |
| <i>As above</i> | | | | |
| <i>Add more rows as necessary</i> | | | | |
| WRITTEN/OTHER INFORMATION | | | | |
| <i>As above</i> | | | | |
| <i>Add more rows as necessary</i> | | | | |
| [ADD ANOTHER CATEGORY IF WISHED] | | | | |
| <i>As above</i> | | | | |
| <i>Add more rows as necessary</i> | | | | |