

## Accessibility Plan

Trust Policy	
Monitoring	Frame of engagement
Member of Staff Responsible	Executive Principal
Consultation Parameters	Trust Board
Date of Policy	September 2018
Review Cycle	3 years
Date of Review	September 2021
Website	Yes

School Level Policy	
Statutory	
Member of Staff Responsible	Headteacher
Review Cycle	3 Years (statutory review cycle)
Approval	LGB free to delegate to individual Governor or Headteacher
Legislation	Equality Act 2010 Disability Discrimination Regulations 2005

### Statement of Intent

The Priory School Trust is committed to ensure the accessibility of its schools for pupils, staff and stakeholders. The Equality Act 2010 legislation means that schools cannot unlawfully discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sex and sexual orientation . (See Equality Information & Objectives Policy)

The Trust is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their educational, 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 developing a culture of inclusion, support and awareness within each school.

## **School Level Policy**

Schools within the trust are responsible for their Accessibility Plan, which is a statutory policy for schools as listed by the Department for Education. The purpose of this plan is to show how school intends, over time, to enable the accessibility of school for disabled pupils and stakeholders.

### **Definition of Disability**

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.

### **Purpose of the Accessibility Plan**

The Accessibility Plan complements and supports the Equality Information & Objectives Policy and the SEND Policy.

The purpose of the Accessibility Plan is to show how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

### **Scope of the Accessibility Plan**

The Accessibility Plan outlines the proposals of the school to enable access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010:

1. Increasing the extent to which pupils with disabilities can participate in the school curriculum.
2. Improving the physical environment of the school to increase the extent to which pupils with disabilities can access facilities.
3. Improving information delivery to pupils with disabilities.

The school also recognises its responsibilities towards employees with disabilities:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision to ensure that they can carry out their work without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

### **Review and Approval of the Accessibility Plan**

The policy will be made available on the school website and accessible to all stakeholders.

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