



ACCESSIBILITY POLICY

Aim

This plan is drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance set out in 'Accessible Schools: Planning to increase access to schools for disabled young people', issued by the DfES in July 2002.

Definition of Disability

Disability is defined by the Disability Discrimination Act 1995 (DDA):

"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."

Vision

To reduce and eliminate barriers to access to the curriculum and to full participation in the Academy community for young people, and prospective young people, with a disability.

Principles

- Compliance with the DDA is consistent with the Academy's aims and equal opportunities policy and the operation of the Academy's SEN policy.
- The Academy recognises its duty under the DDA (as amended by the SENDA):
 1. Not to discriminate against disabled young people in their admissions and exclusions, and provision of education and associated services.
 2. Not to treat disabled young people less favourably.
 3. To take reasonable steps to avoid putting disabled young people at a substantial disadvantage.
 4. To publish an accessibility plan.
- In performing their duties, governors and staff will have regard to the DRC Code of Practice (2002).
- The Academy recognises and values parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects the parents' and child's right to confidentiality.
- The Academy provides all young people with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual young people and their preferred learning styles, and endorses the key principles in the National Curriculum 2000 framework, which underpin the development of a more inclusive curriculum:
 1. Setting suitable learning challenges.
 2. Responding to young people' diverse learning needs.
 3. Overcoming potential barriers to learning and assessment for individuals and groups of young people.

Activity

This section outlines the main activities which the Academy undertakes, and is planning to undertake, to achieve the key objective (above).

Education and Related Activities

The Academy will continue to seek and follow the advice of the LA services, such as specialist teacher advisors and SEN Inspectors/Advisors, and of appropriate health professionals from the local NHS Trusts. (See checklist provided on page 29 DfES Guidance 'Accessible Schools: Planning to increase access to schools for disabled young people')

Physical Environment

The Academy will take account of the needs of young people and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings. (See checklist on page 30 of DfES Guidance).

Emergency Evacuation

The Academy will take into consideration the needs of all users during an emergency evacuation as per the Fire Safety Management Policy. Visitors are asked about their needs when they book in at Reception.

Provision of Information

The Academy will make itself aware of local services, including those provided through the LA, for providing information in alternative formats when required or requested. (See checklist on page 30 of DfES Guidance).

Action Plan

See attached (Appendix 1)

Linked Policies

This plan will contribute to the review and revision of related Academy policies e.g.

- Academy Improvement Plan
- SEN Policy
- Equal Opportunities Policy
- Curriculum Policies
- Health and Safety Policy
- Fire Safety Management Plan

It will also be considered when accessing staff development plans and any building or site development plans.

Date of Review: April 2011

Member of staff responsible: Vice Principal – Learning Enhancement

Governor(s)/Committee(s) responsible: Staffing and Resources

Appendix 1

ACCESS PLAN

	Objective	What	How	When	Goal Achieved
1	Ensure compliance with DDA and Code of Practice	Staff and Governors informed of requirements and obligations of DDA and of the Accessibility Plan	Staff meeting Governors meeting	September '10 but will be on-going	Academy complies with requirements of DDA and Code of Practice
2	Ensure parents are aware of the Accessibility Plan	Parents able to access relevant information	Plan referred to in future Academy prospectus	Annually	Plan in relevant publications
3	Improve availability of written material in alternative forms	Academy aware of local and County services for converting written information into alternative formats	SENCO researches and discusses with services	Completed, but will be on-going	Academy able to deliver information to all young people and parents with disabilities
4	Produce SEN annual report of young person needs	Governors and staff receive a report	SENCO and Learning and Teaching Manager	Annually	Report available to all
5	Improve working environment for young people with visual impairment	Incorporate appropriate colour schemes when refurbishing and install blinds on south facing windows. Improve corridor lighting. Improve signage throughout the Academy.	During maintenance programme.	On-going	Young people able to work independently in all teaching areas.

6	Develop provision for children with ADHD and related disorders	Develop staff's knowledge and skills in managing children with ADHD	Develop training timetable	On-going	Staff have increased confidence and skills in working with children with ADHD and related disorders
7	Provide written information to disabled visitors	Information in respect of car parking, portable induction loops, wc provision etc	Use of LA information to produce an Information Sheet	December 10	Information Sheet available to all
8	Provide information to disabled visitors via the web site	Information in respect of car parking, portable induction loops, wc provision etc	The Academy will refer to www.w3.org.wai	December 10	Disabled visitors to the web site will have full access to information
9	Improved signage to car park and Reception	N/A	Large sign that is simple to read and see	September 10	All visitors should be able to see easily where car parks and Reception are
10	Entrance matting should not hinder any visitor	Entrance matting will be checked to see if it hinders disabled users	Entrance matting will be replaced if necessary	September 10	All entrances should be able to be used by all visitors
11	Reception seating to be adequate	Seating in Reception should suit different users with a seat 450mm high with arms	Correct chairs will be sought and purchased	September 10	Visitors should be able to access Reception chairs