



Equality Accessibility and Action Plan

Rationale

The Accessibility Plan has been developed and drawn up based upon information supplied by the Local Authority and consultations with students, parents, staff and Governors of the Academy. Other, outside agencies and specialists have also been consulted. The document will be used to advise other school planning documents and policies and will be reported upon annually in respect of progress and outcomes. The intention is to provide a projected plan for a three year period.

Aims

1. We are committed to providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
2. Wellacre Academy plans, over time, to increase the accessibility of provision for all students, staff and visitors to the Academy. The Accessibility Plan will contain relevant actions to:
 - Improve access to the physical environment of the Academy, adding specialist facilities as necessary. This covers improvements to the physical environment of the Academy and physical aids to access education within a reasonable timeframe.
 - Increase access to the curriculum for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as, equally, prepared for life as are the able-bodied students; This covers teaching and learning and the wider curriculum of the Academy such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist auxiliary aids and equipment, which may assist these students in accessing the curriculum.
 - Improve the delivery of written information to students, staff, parents and visitors to ensure all can access the information provided. Examples might include handouts, timetables, textbooks and information about the academy and academy events. The information should be made available in various preferred formats within a reasonable time frame.
3. Action Plans, relating to the key aspects of accessibility are reviewed and adjusted on an annual basis. New Plans will be drawn up every three years.

4. Ensure the Academy provides ongoing awareness training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.

The Accessibility Plan

- ◆ The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:
 - Curriculum
 - Health & Safety (including off-site safety)
 - Special Educational Needs
 - Behaviour for Learning
 - Academy Improvement Plan
 - Asset Management Plan
 - Academy Brochure and Mission Statement
 - Teaching and Learning Policy
- ◆ The Accessibility Plan for physical accessibility relates to the Access Audit of the Academy, which was originally undertaken by the Local Authority and subsequently updated by the Academy and remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period (every 3 years).
- ◆ Equality Impact Assessments will be undertaken as and when Academy 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 Accessibility Plan will be published on the Academy website.
- ◆ The Academy's complaints procedure covers the Accessibility Plan.
- ◆ The Plan will be monitored through the Resources Committee.
- ◆ The Accessibility Plan is structured to complement and support the Academy's Equality Objectives. We understand that the Local Authority will monitor the Academy's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.
- ◆ The Accessibility Plan may be monitored by Ofsted during inspection.