



ATAM ACADEMY ACCESSIBILITY POLICY AND PLAN 2020/2021

DATE APPROVED:	September 2020
DATE FOR REVIEW:	September 2021

This Accessibility Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”. According to the Equality Act 2010 a person has a disability if:

- a) He or she has a physical or mental impairment, and
- b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual or the Headteacher. At Atam Academy the Plan will form an annexe of the School Development Plan and will be monitored by the Director of Education and Director of Estates in liaison with the Executive Headteacher and Head of Primary. It will be evaluated by the relevant Governors’ Finance & Premises Committee. The current Plan will be included at the end of this document.

At Atam Academy we are committed to working in partnership with parents to give every child the best possible start in life. We achieve this through our core values of love, compassion, contentment, humility and truth. We are committed to providing an accessible environment which values and includes all pupils, 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.

1. Atam Academy aims to ensure the accessibility of provision for all pupils, staff and visitors to the school.

2. The Accessibility Plan will be updated every three years, but annually reviewed for the first three years because we have moved into our new building in September 2018.

3. The Accessibility Plan will contain relevant actions to:

- Improve access to the **physical environment** of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education

- Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a school fails to do this, they are in breach of the DDA). This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist **aids and equipment**, which may assist these pupils in accessing the curriculum

- Improve and make reasonable adjustments to the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, timetables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.

4. The Action Plan for physical accessibility relates to the Access Audit of the School, which is undertaken regularly. It may not be feasible to undertake some of the works during the life of this first Accessibility Plan and therefore some items will roll forward into subsequent plans.

5. As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The terms of reference for all governors' committees will contain an item on "having regard to matters relating to Access".

6. The Accessibility Policy and Plan will be available on the School website

7. The School's complaints procedure covers the Accessibility Plan.

8. The Plan will be monitored by the Governors.

9. The Plan will be monitored by Ofsted as part of their inspection cycle.

10. We acknowledge that there is a need for on-going awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter. There will be a planned training of this during 2018/19, when we have moved into our new building.

Accessibility Plan 2020-2021

Target	Action	Outcome	Responsibility	Timeframe
To enable children with SEN or disabilities to access the	Audit temporary premises Audit needs of pupils/staff	Executive Head/governors aware of needs of pupils/staff and possibilities of amendments	SENCO Governors Evac. Training By 2019	By end Spring term New build – training on

temporary school environment And year 1 of new build	Full DDA regulations contained in the build specification	Any necessary amendments in place. Access to both floors available. Evac. Chair purchased as part of initial review 2018		access, evacuation completed in September 2018. Evac. Chair training to be undertaken by Jan. 2019
To enable children with SEN or disabilities to fully access the curriculum	Audit of pupil needs and staff training requirements to meet those needs.	Teachers are aware of the relevant issues and can ensure that this group has equality of access to life-preparation	SENCO Class Teachers Relevant HLTA's	Carried out annually as part of the EHCP review process
To ensure that school documentation is accessible to everyone	Review documentation with a view of ensuring accessibility for pupils/parents with Sen or a disability Audit needs of school stakeholders	Get advice on alternative formats and use of IT software to produce customized materials	Office SENCO Governors	Ongoing