

## Accessibility Plan

### 1.0 Aims of the Accessibility Plan

Academy trusts are required under the Equality Act 2010 to prepare an accessibility plan. The purpose of the plan is to, over a prescribed period:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

The Accessibility Plan should be kept under review.

The Accessibility Plan will be made available online on the Trust's website, and paper copies are available upon request.

Each establishment within the Trust is required to adapt the Plan according to its circumstances, and to implement it.

### Ethos of the Trust

Consortium Trust aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

We strive to provide quality education that is inclusive of all pupils and encourages them to work as confident individuals in friendship and partnership. We believe in providing opportunities that allow each pupil to flourish and achieve their potential.

### 2.0 Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines disability as when a person has a “physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities”.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), ‘long-term’ is defined as ‘a year or more’ and ‘substantial’ is defined as ‘more than minor or trivial’. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make ‘reasonable adjustments’ for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils.

### 3.0 Action plan

This action plan sets out the actions to be taken by each school to meet the requirements of the Act..

*The information set out in the column of 'current good practice' are examples to guide your own analysis of your current practice. They are not a thorough representation of good practice, and should be adapted to suit your school's context.*

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by	Success criteria
Increase access to the curriculum for pupils with a disability	<p><b>Our school offers a differentiated curriculum for all pupils. We use resources tailored to the needs of pupils who require support to access the curriculum.</b></p>	<p><b>Short</b> – Ensure that resources are available and relevant</p> <p><b>Long</b> – All pupils are able to access the curriculum through the use of specific resources and teaching approaches</p>	<p>Auditing of resources for all curriculum areas</p> <p>Purchasing of any further resources as needed</p> <p>CPD delivered on how to use the resources effectively</p>	<p>Subject Leaders and Senior Leadership team</p>	<p>Ongoing each term</p>	<p>All pupils are provided with a range of resources to help them access the learning in the classroom</p>
	<p><b>The curriculum is reviewed to ensure it meets the needs of all pupils.</b></p>	<p><b>Medium</b> – Each term, Class Teachers to adapt and refine the curriculum plans for the next term</p>	<p>SLT to evaluate plans</p>	<p>Subject Leaders and Senior Leadership team</p>	<p>Ongoing each term</p>	<p>Subject plans reflect the profile of both our school and the wider community</p>
	<p><b>Curriculum progress is tracked for all pupils, including those with a disability. Targets are set effectively and</b></p>	<p><b>Short</b> – Ensure all stakeholders are fully aware of the Priority Action Plans for their</p>	<p>Termly Priority Action plans are formulated – based on the 7C assessment program</p>	<p>All Staff (Teaching and Support)</p>	<p>After each 1<sup>st</sup> half term of each term</p>	<p>Families of SEND pupils are well-informed about the work being carried</p>

	<p><b>are appropriate for pupils with additional needs.</b></p> <p><b>Our Citizenship assemblies focus on both, a range of topics and people – including those with a disability</b></p>	<p>child/children</p> <p><b>Medium</b> – Accurate reviews are completed for each child</p> <p><b>Long</b> – The whole process is embedded as part of the daily work of our school</p> <p><b>Short</b> – Ensure there is a specific focus for each assembly – including class assemblies weekly</p> <p><b>Medium</b> – Consideration is given for the cultural diversity of the focus of the assemblies</p>	<p>created by Judith Carter. These are shared with families.</p> <p>Time is given for Teaching and Support staff to collaborate on the reviews of the plans and 7C assessments, each term</p> <p>Class Teachers lead on these assemblies</p> <p>A plan is created for each term and identified focus is shared with staff</p> <p>Assemblies are successful in providing pupils with a range of cultural experiences</p>	<p>Assistant Academy Head</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>out in school to support their children</p> <p>Staff have an identified plan with the areas of need highlighted and strategies to be employed</p> <p>Pupils learn about different cultures and can articulate their understanding of the needs of different people within our local, national and international community</p>
--	--	--	---	-------------------------------	--	--

<p>Improve and maintain access to the physical environment</p>	<p><b>The environment is adapted to the needs of pupils as required. This includes:</b></p> <ul style="list-style-type: none"> <li>• Ramps</li> <li>• Disabled toilets and changing facilities</li> </ul>	<p><b>Short</b> – Ensure all areas are cleaned daily and accessible for identified pupils</p> <p><b>Medium</b> – Any alterations needed are identified for new and existing pupils</p>	<p>Checking of cleanliness daily</p> <p>Auditing and Monitoring of areas to ensure suitability for identified pupils</p>	<p>Academy Head</p>	<p>Ongoing throughout the Academic Year</p>	<p>Identified pupils are able to access the school environment</p>
<p>Improve the delivery of information to pupils with a disability</p>	<p><b>Our school uses a range of communication methods to ensure information is accessible. This includes:</b></p> <ul style="list-style-type: none"> <li>• Cue cards that can be referred to by both staff and pupils</li> <li>• Pictorial or symbolic representations – visual timetables in all classrooms</li> <li>• First and Then boards used for SEN pupils</li> </ul>	<p><b>Short</b> – Ensure there are a range of resources for staff to access and use daily</p> <p><b>Medium</b> – Ensure all stakeholders are aware of these – either through a Priority Action Plan or other communication with families</p> <p><b>Long</b> – Monitor the relevance and effective use of the resources to benefit pupils</p>	<p>Provide all classes with a visual timetable – consistent format as the pupils move through the school</p> <p>Sharing of resources to support parents at home – images for activities, first/then boards for pupils</p> <p>Lesson drop ins to monitor how these are being used in classes to help pupils</p>	<p>All Staff</p>	<p>Ongoing throughout the Academic Year</p>	<p>All pupils, regardless of their specific needs will have information accurately conveyed to them</p>



#### **4.0 Monitoring arrangements**

This document will be reviewed every three years, but may be reviewed and updated more frequently if necessary.

The Accessibility Plan will be approved by the Trust Board. Action Plans for individual schools will be approved by the relevant Locality Committee.

## Appendix A

### Accessibility assessment

*The table below contains some examples of features you might assess as part of an assessment of the school's physical environment. It is not an exhaustive list, and should be adapted to suit your own context.*

Feature	Description
Access from the highway	School Staff to be present at start and end of school day outside to monitor the traffic and safety of pupils and families as they enter the school
Corridor access	Corridors are free from clutter- with class teachers taking the responsibility that this remains so throughout the school day
Entrances	They are welcoming – providing clear relevant information and free from clutter
Ramps	Ensure the upkeep of these for pupils to access as necessary
Toilets	Cleanliness is maintained daily and any incidents during the day are reported and dealt with effectively
Reception area	Clean and clutter free, with suitable signage, information boards and waiting space. Deliveries are sorted and deployed promptly
Internal signage	All maintained, clear and informative for all Staff, Pupils and Visitors
Emergency escape routes	These are posted, both in classes and around the school
Signage	Signage is clear and current and not obscured

## **Document Control**

### **Changes History**

<b>Version</b>	<b>Date</b>	<b>Amended By</b>	<b>Details of Change</b>
1.0	27/11/2019	Robin Chew	Document drafted for Board approval
2.0	14/09/2022	Robin Chew	Minor formatting changes following three yearly review
3.0	25/09/2025	Head of Service: Facilities and Compliance	Periodic review

### **Approval**

<b>Name</b>	<b>Job Title</b>	<b>Signed</b>	<b>Date</b>
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	10/10/2022
Tamsin Little	On behalf of the Exec Committee	Electronic signature	10/10/2022
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	13/10/2025
Lisa Jones	On behalf of the Exec Committee	Electronic signature	13/10/2025

This policy will be reviewed every 3 years by the Head of Service Facilities and Compliance or as required by changes in legislation.

At every review, this policy will be approved by the Exec Committee.

**END OF DOCUMENT**