



HBH Academy Trust

Accessibility Plan

APPROVED JANUARY 2015

Accessibility Plan 2015 - 2018

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 (1995).

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 Head.

Purpose of Plan

This plan shows how HBH Academy intends to ensure and improve the accessibility of our school for pupils, staff, parents/carers and visitors who may be disabled.

Definition of Disability

A person has a disability if he/she has a physical or mental impairment that has a substantial and long-term adverse affect on his/her ability to carry out normal day-to-day activities.

Areas of planning responsibilities

- Increasing access for disabled pupils to the school curriculum (this includes teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits)
- Improving access to the physical environment of schools (this includes improvements to the physical environment of the school and physical aids to access education)
- Improving the delivery of written information to disabled pupils, which is provided in writing for pupils who are not disabled.

POLICY STATEMENT

At HBH Academy, we are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

We do this by taking account of pupils' varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children.

We believe in providing an education which is 'accessible for all', regardless of disability.

- The Accessibility Plan is written to complement and support the school's Equality Opportunities Policy, and will be published on the school website.
- HBH Academy is committed to providing an environment that enables full curriculum access that 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 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 the school.
- HBH Academy's Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
- Whole school training will recognize the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.
- This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:
 - Behaviour Policy
 - Equal Opportunities Policy
 - Health & Safety Policy
 - SEND Policy

ROLES AND RESPONSIBILITIES

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the Governing Body.

The Accessibility Plan will be monitored through the Governing Body Premises and Finance Committee??

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

MONITORING AND REVIEW

The Inclusion Manager/Senior member of staff will report on the Policy to the Headteacher as appropriate. The Headteacher will report to the Governors' Finance and Premises Committee on any relevant aspects of the working of the Policy as appropriate.

The Governing Body will review the Policy every three years.

The date of the next review will be: February 2018