



Accessibility Plan

T.E.A.M. Education Trust

Approved by: Trust Board **Date:** 29.05.20

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List of Associated Policies:

- TEAM Admissions Policy
- TEAM Anti-Bullying Policy
- TEAM Behaviour Policy
- TEAM Careers Guidance Policy
- TEAM Child Protection Policy
- TEAM Exam Contingency Plan
- TEAM Exclusions Policy
- TEAM Equality & Diversity Policy
- TEAM EYFS Policy
- TEAM Health & Safety Policy
- TEAM LAC Policy
- TEAM Late Collection of Students Policy
- TEAM Pupil Attendance Policy
- TEAM RSE Policy
- TEAM SEND Policy
- TEAM Supporting Students with medical conditions Policy
- TEAM Trips & Visits Policy
- Individual School Accessibility Statements

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This policy sets out our approach to accessibility for T.E.A.M. Education Trust and is drawn up in compliance with current legislation.

Each school within TEAM Education Trust will have its own action plan.

Appendix 1 sets out the accessibility action plan for each individual school.

1. Definition

According to the Equality Act 2010 a person has a disability if:

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

2. Aims

Schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation.

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

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

Our 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.

T.E.A.M. Education Trust 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 relation to the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

3. Vision

Our vision is for all T.E.A.M. Education Trust schools to offer nurturing, inclusive learning environments led by teachers who collaborate as a *TEAMtogether* to meet the needs of each and every student. Through our high quality curriculum offer and embracing the latest technology, our children and young people will have the best possible foundation to be successful in their future lives, jobs and relationships. Our vision will ensure a key focus on educational excellence, using individual learning pathways to give our children and young people the best possible foundation to be successful in their future lives, jobs and relationships. We will strive every day to ensure the children in our care know they are valued, loved and understood; nurtured in order to thrive and grow as caring and tolerant members of an increasingly rich and diverse society.

The plan will be made available online on the trust website and individual school websites, paper copies are available upon request.

Our trust is also committed to ensuring staff are trained and understand equality and disability issues with reference to the Equality Act 2010.

The trust supports any available partnerships to develop and implement the plan e.g. working with external professionals and multi-agency teams.

Our trust's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in one of the schools in the trust, this procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this accessibility plan, including pupils, parents, staff, and local governors. We will also consult with outside agencies and specialists as appropriate with the formulation of this plan.

4. 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 and trusts on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake 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 and academy trusts are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a pupil with a disability faces in comparison with those without a disability. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

This policy complies with our funding agreement and articles of association.

5. Action Plan Guidance

Each school within T.E.A.M. Education Trust will have its own action plan (appendix 1), however as a Trust we recognise our overarching responsibility for compliancy with the Equality Act.

Actions plans will set out the aims of each school's accessibility plan in accordance with the Equality Act 2010. Each school and T.E.A.M Education Trust as a whole aim to deliver current good practice, with any further actions being taken in a reasonable time frame, and in ways determined to be most appropriate when taking account of pupils' specific disabilities and any preferences expressed by them and/or their parents.

The T.E.A.M. Education Trust Academy Accessibility Plan will also link into the individuals Schools Development Plan and will be monitored by the Principal and evaluated by the relevant LGB (Local Governing Body) committee and overall MAT (Multi academy Trust) Board of Trustees as required.

The accessibility plan will be reviewed every 3 years in line with statutory requirements and approved by the LGB and CHIEF EXECUTIVE OFFICER (CEO). The accessibility plan will be published on the school website for each school.

In accordance with good practice guidelines, we strive to increase accessibility in three main areas:

5.1 The Physical Environment

We aim to improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – and physical aids to access education;

The accessibility plan for physical accessibility covers areas such as;

- Practicality and ease of movement around the buildings- entrances, corridors, stairs, furniture and equipment in classrooms
- Transport/ car parking
- Toilets/ changing facilities
- Access to specialist equipment and furniture
- Signage around the school

5.2 The Curriculum

We aim to increase access to the curriculum for pupils with a disability, expanding the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are their able-bodied peers; this covers teaching and learning and the wider curriculum of the school such as participation in clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum;

Across all T.E.A.M. Education Trust schools, we endeavour to serve the local and wider community by offering a fully inclusive learning environment and curriculum that is personalised as appropriate to meet individual needs. All staff are considered responsible for meeting the needs of individual students within their class (as is required in the SEND Code of Practice).

Decisions are taken on an individual basis as to how we can best support student's ability to access the curriculum following an assessment of need. Support may be provided in a variety of formats including:

- Individual support plans
- • Input from external specialists
- • Suitable technology- i.e. ICT, induction loops
- • Adaption of teaching materials, resources, strategies and delivery of learning
- • Consideration of special exam access arrangements if appropriate, and in line with statutory guidance linked to access arrangements from JCQ, the DfE and individual exam boards.

Other issues may affect the participation of disabled pupils, for example: bullying, peer relationships, policies on the administration of medicines, the provision of personal care. These issues will be considered as necessary based on individual needs.

Staff training and CPD (Continuing Professional Development) to support understanding of how to meet individual student needs is provided as required.

Arrangements will be made as necessary to support individual student's ability to access activities outside of lessons such as extra-curricular clubs or trips.

6. Availability of information

We aim to improve the availability of accessible information to pupils, staff, parents and visitors with disabilities; with information being made available in various formats to support accessibility

We aim to ask about any disability or health condition in early communications with new parents and carers. This is part of our Admissions Procedures and Individual Health Care Plans (IHCPs) are (completed as appropriate). Once at the school, we collect updated information and views these are regularly taken from parents and students, thus working to ensure the school remains as accessible as possible. We will consult as necessary with experts when new situations regarding pupils with disabilities are experienced;

Different forms of communication are made available to enable all students, parents, visitors and staff to express their views and to hear the views of others.

7. Monitoring arrangements

This document will be reviewed at least every 3 years, but may be reviewed and updated more frequently if necessary. It will be reviewed by the Local Governing Body and the CEO. It will be approved by the Board of Trustees.

8. Links with other policies

T.E.A.M. Education Trust, Accessibility Plan has been developed and drawn up based upon information supplied by Government legislation, the Local Authority, and consultations with pupils, parents, staff and governors of the school as appropriate. Other, outside agencies and specialists have also been consulted if needed.



Appendix 1 – Template for Accessibility

Below is the format of the action plan to be adopted across all Trust schools when creating their individual accessibility plans.

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						
Improve and maintain access to the physical environment						
Improve the delivery of information to pupils with a disability						

