



**Joseph Swan Academy**

# **Accessibility Plan**

**2018 - 2019**

To be reviewed September 2019

## **Accessibility Plan**

### **The definition of disability is as below**

Someone with a physical or mental impairment

The impairment is such that it has a substantial and long-term adverse effect on an individual's ability to perform normal day-to-day activities

Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long-term and substantial effect on pupils' everyday lives.

### **We recognise our duty under the Equality Act 2010**

The Equality Act has simplified and strengthened the discrimination laws which protect people from unfair treatment. It is unlawful for an Academy or other education provider to treat a disabled student unfavourably. We commit to taking all reasonable steps to avoid putting disabled students at a substantial disadvantage (the 'reasonable adjustment' duty)

The Academy governors have the duty to publish Accessibility Strategies and Plans

### **Scope of the Plan**

This plan covers all three main strands of the planning duty by:

1. Improving the physical environment of the Academy for the purpose of increasing the extent to which disabled students are able to take advantage of education and associated services.

Currently at Joseph Swan Academy all students can access the curriculum regardless of disability. The Academy is a purpose built building which has taken into account the need for access to all.

2. Increasing the extent to which disabled students can participate in the Academy's curriculum. The curriculum is carefully designed to meet the needs of all learners and all students access a broad and varied curriculum.
3. Ensuring that appropriate support is given to all students with disabilities and that those staff who work with these children are fully aware of their needs.

## **Monitoring**

Monitoring is essential to ensure that students with disabilities are fully able to access the academy's curriculum.

We will monitor the following :

- Admissions
- Attainment & Attendance
- Rewards & Sanctions
- KS4 option choices
- Post 16 destinations
- Selection & recruitment of staff
- Governing body representation
- Parents attending consultation meetings

## **Management**

Accessibility action planning forms part of the Academy's annual development planning, approved by the Governors.

The Academy's Leadership Team's terms of reference are:

- To review the Academy's policies, procedures and facilities as they are likely to affect students and prospective students who are disabled.
- To make decisions with a view to improving the accessibility of its education in its many aspects, to students or prospective students with disabilities, by means of reasonable adjustments and to implement, evaluate, and continue to review the effectiveness of any measures taken.
- To continue to review the Academy's Disability Policy.
- To continue to review the Academy's Accessibility Action Plan.

## **Teaching and Learning**

As set out in the SEND Policy the Academy has:

- a SEN department equipped to deal with the range of learning difficulties experienced by children who, with our support, can benefit from the curriculum we follow.
- a strong and successful record of supporting children with disabilities using a range of strategies

The Academy has a procedure for dealing with accessibility in advance of a child's arrival or, in the case of the emergence of a disability during a child's time at the Academy, as soon as is reasonably possible, by considering and making available:

- appropriately modified resources and materials
- appropriately modified teaching approaches
- the use of ICT aids where appropriate
- provision of support from within the Academy's mainstream resources or, if necessary, through the Academy's SEN department and/or through other learning support and/or medical and/or pastoral support

### **Other related Academy policies**

Equality for disabled students is included as an explicit aim in all of the Academy's policies and is supported by the Academy's other policies including:

- Teaching and Learning Policy
- Equal Opportunities Policy
- Behaviour Policy
- Admissions Policy
- Academy improvement plan
- Academy Asset Management Plan
- Policy for Academy trips and excursions
- SEND policy