



Glebe School

Accessibility Policy

Date approved by Board	February 2023
Date of next review	February 2026

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1. Statement of Intent

It is a requirement under the Equality Act 2010 for schools to have an accessibility plan. This plan should be read in conjunction with the school's equality objectives and outlines the proposal of the school to increase access to education for pupils with disabilities in the three areas required by the planning duties in the Equality Act 2010.

2. Definition

A person is regarded as having a disability under the Act where the person has a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.

3. The Plan

The purpose of the plan is to:

- Increase the extent to which pupils with disabilities can participate in the school curriculum.
 - Improve the environment of the school to increase the extent to which pupils with disabilities can take advantage of education, benefits, and facilities and associated services provided.
- Improve the availability of accessible information, which is readily available to other pupils, to pupils with disabilities.

4. Implementation and monitoring

The above aims will be delivered within a reasonable time frame, and in ways which are determined, after considering the pupil's disabilities and the views of the parents/carers and pupil. In preparation of an accessibility strategy, the Academy must have regard to the need to allocate adequate resources in the implementation of the strategy.

The Board of Trustees also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

5. Review

The plan will be published on the school website and reviewed 3-yearly by the board of trustees.

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Curriculum

	Issue	Action	Who?	When?	Outcome Criteria
1	Ensure all teachers and teaching assistants have training on disability issues.	CPD Audit to identify areas for delivery.	DHT	Annually	Increased knowledge and awareness from staff in supporting pupils to better access the curriculum.
2	Review the curriculum annually to ensure that it is accessible for every pupil.	Review the curriculum in the spring and include a reference to disability equality in department SEFs	AHT / Subject leads	Annually	Curriculum is fully accessed by all pupils.
3	New staff induction to include information relating to disability awareness	Ensure new staff undertake induction programme that includes disability awareness	DHT/SBM	On-going	All new staff knowledgeable about legal obligations, understand availability of resources available and key staff to assist if required
4	Ensure all staff are trained and able to use new SEN software/ resources	Audit software/resources used and offer training so staff are aware of these to support learning	DHT	Summer 2023	Resources are used effectively in lessons

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Physical Environment

	Issue	Action	Who?	When?	Outcome Criteria
1	On-going building review for accessibility	Ensure building quality is maintained and responds to changes in cohorts	SBM/Premises	Annually	Issues identified and relevant adjustments made so all stakeholders are able to access the school site and activities
2	All pupils, staff and visitors are able to exit the building safely	Ensure all fire doors are not blocked and maintained	SBM/Premises	Summer 2023/Annually	All pupils, staff and visitors are able to exit the building safely in the case of a fire
3	Visitor and medical room toilet have alarms fitted in case of emergencies	Alarm to be fitted in the visitor and medical room toilet	SBM	Summer 2023	Improved safety for pupils and visitors in cases of emergency
4	Ensure that all pupils can be evacuated safely	Training and information sharing for staff regarding PEEPs, medical and disability needs	SBM/Medical Officer	Annually	All staff understand pupils medical and disability needs. An adequate number of staff are appropriately trained to use evacuation chairs.

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Accessible Information

	Issue	Action	Who?	When?	Outcome Criteria
1	Review information to parents and carers to ensure that it is accessible	Review how pupil progress is reported to parents and carers	AHT/Head of Provisions	Spring 2023 Annually	Progress reports for all pupils are produced in an accessible and informative format
2	Inclusive discussion with parents and carers regarding access to information	Parent and carer survey to ascertain preferred format for information sharing	HT/AHT/DHT	Spring 2023 Annually	Parents receive information in a consistently accessible format