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ASJS Accessibility Plan

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Vision

Anthem Schools Trust is committed to working collaboratively to create ambitious and successful schools where every child thrives, and with teaching and learning being at the heart of everything we do. We understand that ensuring every child accesses Inclusive High Quality First Teaching is fundamental to good outcomes for our students. One of our mottos within the Anthem Schools Trust is “Every Student, Every Lesson, All the time.”

Purpose

This Accessibility Plan is designed to ensure that ASJS complies with equality and disability legislation and best practice. The school is committed to providing an environment which respects and values all students, staff, parents/carers and visitors and endeavours to make special efforts to ensure that all groups prosper and can fully access the Inclusive High Quality First Teaching in lessons, and all aspects of the school day, including those with disabilities and special educational needs.

Key Objectives of the Accessibility Plan:

- to increase the extent to which all students, including those with SEND, can participate in the school curriculum
- to improve the physical environment of ASJS to increase the extent to which students, staff and visitors with a disability can access provision within the school
- to improve communication to students and parents/carers.

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 students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a student with a disability faces in comparison with students without disabilities. 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.

Duties on the school

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

The Accessibility Plan needs to be reviewed by the school every three years and it must be published in an easily accessible location such as the school's website. It is also available in large print or other accessible formats if required.

Reasonable adjustment duty

The school is committed to making reasonable adjustments to allow students and adults with disabilities to access the educational provision and related services at the school. This is clearly set out in the guidance: The Equality Act (2010) and Schools (Sections 4.20-4.39).

[Equality Act Advice Final.pdf \(publishing.service.gov.uk\)](#)

We plan, over time, to increase progressively the accessibility of the school to students and staff with disabilities.

Planning duties

This section outlines the main activities which ASJS undertakes, and is planning to undertake, to achieve the key objectives which will be stated within our Accessibility Plan.

1) Increasing the extent to which disabled students can participate in the school curriculum.

We see this as covering not only teaching and learning but also the wider curriculum such as school clubs, leisure, sport and cultural activities and school visits.

- Year on year planning for a more inclusive curriculum
- Changes to teaching and learning arrangements
- Classroom organisation
- Timetabling
- Deployment of auxiliary aids and personnel
- Information and training for staff.

2) Improving the physical environment of the school

We see this as attempting to ‘increase the extent to which all students, especially those with SEND, are able to take advantage of education and associated services.’

- Visual improvement
- Signs
- Improvements in the acoustic environment
- Furniture
- Disabled toilets/showers
- Ramps
- Disabled parking spaces
- Steps
- External hard surfaces
- Fire alarm procedures
- Lighting
- Room access

The school will take account of the needs of students and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of site and premises, such as improved lighting, acoustic treatment, colour schemes and more accessible facilities and fittings.

3) Provision of Information

The school will make itself aware of local services, including those provided through the Local Authority for providing information in alternative formats when required or requested.

- Modified examination papers
- Modified resource and support material
- ICT facilities

Communication with parents and carers

In order to best meet the needs of a student with a disability, our schools aim to work systemically with parents and carers. We acknowledge that the better we know and understand our children, the better we are able to meet their needs and we therefore highly value partnership working with families. We support our parents and carers to work closely with the school to provide full information about any disabilities, special educational need or other relevant information about their child(ren).

Accessibility Audit

At Appendix 1 is an accessibility audit template relating to the above three planning duty areas which our school completes in order to inform our Accessibility Plan.

Accessibility Plans

At Appendix 2 is an action plan template relating to the above three planning duty areas which has been created as a result of the audit. Having identified the barriers to access we then identified strategies to eliminate the barriers. For each issue identified in the audit we:

- converted it into a target
- outlined any actions required
- identified whether the actions will be short, medium or long-term priorities
- identified the source of funding

The school is committed to delivering the accessibility plans within a reasonable time and in ways which are determined after taking account of the students' disabilities and any preferences expressed by them or their parents/carers.

Complaints

If you wish to make a complaint regarding any aspect of this plan, please refer to the school's Concerns and Complaints Policy.

Review

During the period to which this plan relates, the school will keep the plan under review and will make revisions and updates as necessary.

The Director of Education will monitor the school's compliance with the plan on an annual basis. The Trust will review the template plan every three years.

Links with other policies

This accessibility plan is linked to the following policies and documents:

- Health and Safety Policy
- Equality Information and Objectives (Public Sector Equality Duty) Statement for Publication
- Special Education Needs (SEN) Information Report
- SEND Policy
- Administration of Medicines and Supporting Pupils with Medical Conditions Policy

Appendix 1: Accessibility Audit

Questions to ask	Evidence of current good practice	Issues identified / Barrier to access	What sort of issue / barrier is it? <i>e.g. training need, policy change, documentation, physical environment, communication, resources required</i>	Transfer to the accessibility plan?
1.1 Is everyone made to feel welcome, including those with Special Educational Needs and / or disabilities?	Yes	Building is complex for wheelchair users	Physical	No
1.2 Are there high expectations of all students and staff?	Yes	None	NA	No
1.3 Do staff, Anthem Community Councils and students share and promote a philosophy of inclusion?	Training for staff Reported at each ACC meeting Pupil voice is inclusive of all pupils Staff scaffold in lessons to support all children	None	NA	No

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1.4 Are students equally valued?	Yes.	None	NA	No
1.5 Do staff seek to remove all barriers to learning and participation?	Yes	None	NA	No
1.6 Are lessons made accessible to all students?	Planning shows lessons are scaffolded to meet the needs of all learners.	None	NA	No
1.7 Are support staff used effectively to positively impact on student outcomes?	N/A	N/A	NA	N/A

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Questions to ask	Evidence of current good practice	Issues identified / Barrier to access	What sort of issue / barrier is it? <i>e.g. training need, policy change, documentation, physical environment, communication, resources required</i>	Transfer to the accessibility plan?
2. Staff training				
2.1 Do you ensure that staff are familiar with technology and practices developed to assist people with disabilities?	If and when required.	No	NA	No
2.2 Do you ensure that teachers and teaching assistants have the necessary training to teach and support students with a disability?	If and when required.	No	NA	No
2.3 Are your staff aware of how classrooms should be optimally organised for students with a disability?	CTMM friendly classrooms to limit sensory overload. Whiteboard slides have reduced extraneous overload.	No	NA	No
2.4 Have staff received training in ensuring that lessons are responsive to the diverse nature of student needs and abilities?	Yes	No	NA	No

Questions to ask	Evidence of current good practice	Issues identified / Barrier to access	What sort of issue / barrier is it? e.g. training need, policy change, documentation, physical environment, communication, resources required	Transfer to the accessibility plan?
3. Provision of written information				
3.1 What provisions are made for making information available to all people who may need access to goods, services and facilities?	All information to parents is sent electronically and where necessary paper copies are made available.	No	NA	No
3.2 Do you provide access to computer technology appropriate for students and adults with disabilities?	If and when appropriate	No	NA	No
3.3 Do you provide access to internet resources appropriate for students and adults with disabilities?	If and when appropriate	No	NA	No
3.4 Do you ensure that information is presented to groups in a way which is userfriendly for students and adults with visual disabilities e.g. by reading aloud, overhead projections and describing diagrams?	If and when appropriate	No	NA	No

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3.5 Do you have the facilities to produce written information in a variety of font sizes?	Computers, laptops, whiteboards	No	NA	No
3.6 Do you make use of RNIB guidelines formats? (RNIB guidelines may be obtained from www.rnib.org.uk)	All staff made aware of RNIB guidelines e.g. font size 12, Arial	No	NA	No

Questions to ask	Evidence of current good practice	Issues identified / Barrier to access	What sort of issue is it? <i>e.g. training, policy, documentation, physical environment, communication</i>	Transfer to the accessibility plan?
4. The physical environment <i>Consider all the areas to which students should have access, including all academic, sporting, play, or social facilities. These would include classrooms, the assembly hall, canteen, library, gymnasium and outdoor sporting facilities, playground and common rooms.</i>				
4.1 Are there any physical structures such as doorways, steps and stairs which may act as barriers for students and adults who use wheelchairs?	Yes	Yes	Physical	No
4.2 Are toilet facilities and showers accessible to wheelchair users?	Disabled toilet on ground floor	No	NA	No

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4.3 Are there safe pathways of travel around the school site and parking arrangements?	All pathways are clear and safe No car park	No	NA	No
4.4 Is there any decor which may be confusing or disorientating for students and adults with a disability with a visual	No confusing or disorientating décor as a	No	NA	No
impairment, for example floors and walls which are the same colour?	clear differentiation between floor and walls			
4.5 Are there any signs which may be confusing or inadequate, for example at the wrong height to be seen by wheelchair users or with little contrast between lettering and background, or with font which is too small to be easily visible?	No. All signs are accessible to all	No	NA	No
4.6 Is there accessible storage to enable students and adults with a disability to access aids and equipment?	Some – not all – would be adjusted if and when appropriate	No	NA	No

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4.7 Are there arrangements which might prevent the inclusion of people with disabilities that affect their hearing – including rooms with poor acoustics and noisy equipment?	No	No	NA	No
4.8 Are there non-visual guides to assist people to use buildings including changes in surfacing materials, lifts with tactile buttons etc?	No	Yes.	Physical and Financial	No
4.9 Do emergency and evacuation systems include alarms with both visual and auditory components?	No	Yes	Physical and Financial	No

Accessibility Plan

Appendix 2: Accessibility Plan template

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim: Increase access to the curriculum for pupils with a disability	
Current Good Practice	<ul style="list-style-type: none"> • 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 • Curriculum resources include examples of people with disabilities • Curriculum progress is tracked for all pupils, including those with a disability • Targets are set effectively and are appropriate for pupils with additional needs • The curriculum is reviewed to ensure it meets the needs of all pupils
Objectives	To ensure we continue to provide an appropriate curriculum for any children we have with disabilities
Actions to be taken	Ongoing monitoring of the inclusion file and curriculum
Person responsible	HT
Date to complete actions by	Ongoing
Success criteria	All children with a disability able to access the curriculum and reach the targets set for them

Aim: Improve and maintain access to the physical environment	
Current Good Practice	<p>The environment is adapted to the needs of pupils as required. This may include:</p> <ul style="list-style-type: none"> • Ramps • Using the lift • Disabled parking bays • Disabled toilets and changing facilities • Library shelves at wheelchair-accessible height

Objectives	To ensure that we welcome any children with disabilities and work with families to ensure the environment is appropriate to their needs.
Actions to be taken	As and when required
Person responsible	HT
Date to complete actions by	Ongoing
Success criteria	Physical environment meets the needs of any children as and when required.

Aim: Improve the delivery of information to pupils with a disability	
Current Good Practice	Our school will use a range of communication methods to ensure information is accessible as and when required. This may include: <ul style="list-style-type: none"> • Internal signage • Large print resources • Braille • Induction loops • Pictorial or symbolic representations
Objectives	To ensure that any child with a disability has equal access to information
Actions to be taken	As and when required
Person responsible	HT
Date to complete actions by	Ongoing
Success criteria	Information is available to all children regardless of disability.