



Accessibility Policy and Plan

All Key Stages EYFS to KS5

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Contents

<i>1. Purpose of Policy</i>	<i>3</i>
<i>2. Legislation and Guidance</i>	<i>3</i>
<i>3. Definitions</i>	<i>3</i>
<i>4. Equalities Assessment Impact Statement</i>	<i>3</i>
<i>5. Roles and Responsibilities</i>	<i>4</i>
<i>6. Procedures and Provisions</i>	<i>4</i>
<i>7. Consultation</i>	<i>6</i>
<i>8. Sharing Information about Needs</i>	<i>6</i>
<i>9. Monitoring</i>	<i>7</i>
<i>10. Links to other policies</i>	<i>7</i>
<i>Appendix 1: Accessibility Action Plan</i>	<i>8</i>

1. Purpose of Policy

Bohunt Education Trust (the Trust) has introduced this Policy in order to:

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

The Trust is sensitive to categorisation and generalities of use of language that different groups of children and young people consider may not reflect their direct experience as individuals of their own circumstances. However, throughout this Policy, the word “disability” is used to demonstrate consistency and application of the language in legislation.

2. Legislation and Guidance

This Policy complies with and discharges the Trust’s legal duties, particularly with respect to:

- Equality Act 2010 (specifically Schedule 10)
- DfE guidance for Schools on Equality Act 2010
- DfE Statutory Guidance Special Educational Needs and Disability Code of Practice 0-25 years (2015)

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

3. Definitions

Accessibility in this Policy means:

- access to the curriculum and learning opportunities
- access to the schools site,
- access to information for all children and young people with disabilities

Disability means “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. The definition includes sensory impairments, such as those affecting sight or hearing, hidden disabilities, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Long term means a year or more.

Substantial means more than minor or trivial.

4. Equalities Assessment Impact Statement

4.1 Statement

The Trust is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We are committed to eliminating discrimination and recognise individuals’ diverse circumstances. We ensure that all have the same protection, regardless of any barriers they may face under the Equality Act 2010. This Policy is likely to have a direct impact on all children and young people with disabilities and ensure that School planning takes into account the needs they face in accessing school facilities and curriculum.

5. Roles and Responsibilities

5.1 All Staff

All staff are responsible for ensuring the safe and effective education of students with disabilities, and proactively taking steps within their area of responsibility to ensure all children and young people can access all aspects of school life regardless of disability. Children and young people are encouraged to participate within the context of their key stage in extra-curricular activities, trips and visits and

enrichment, promoting a positive attitude towards all children and young people. Therefore, all staff are responsible for identifying and reporting areas of the curriculum that are inaccessible to children and young people.

All staff are responsible for identifying and reporting to their line manager any inaccessible areas of the school site, or any damaged areas that impact the access to that area.

5.2 Trust Board

The Trust Board are responsible for ensuring that proper strategic provision is made for children and young people with disabilities in accordance with the Trust's legal duties, and for ensuring a robust framework is in place for delivering the accountabilities set out in this Policy.

5.3 CEO

The CEO is responsible for implementing and monitoring the duty to ensure each school has an accessibility plan on a day-to-day basis across the Trust and reporting of the impact of this Policy to the Board and its Education Committee as required.

5.4 Heads of Schools

Headteacher's are responsible for implementing this Policy in their School, ensuring all leaders with responsibility for supporting children and young people with disabilities are appropriately qualified according to legislation, and that all staff understand and undertake their responsibilities in line with the legislation, recommendations and guidance, set out in the legislation and this Policy.

Headteacher's are responsible for monitoring the effectiveness and impact of this Policy, by monitoring and reporting the level of accessibility within their own School sites to the Local Governing Body as required and ensuring each, School has an accessibility plan.

5.5 Local Governing Bodies

Local Governing Bodies are responsible for ensuring the strategic implementation of this Policy and the Plan is delivered in the correct context of each School.

6. Procedures and Provisions

6.1 Increasing participation of children and young people with disabilities in the curriculum

From Early Years Foundation Stage to Key Stage 5, we define curriculum as 'the totality of student experiences that occur in the educational process'. Student experiences should reinforce and increase understanding and knowledge of what is taught formally within the timetable of lessons. Our curriculum, therefore, is far broader than the timetable, encompassing co-curricular clubs, the outdoor programme, and trips and visits programme together with all other aspects of delivery to students. Across this wide remit we work to ensure we are inclusive of children and young people with disabilities.

In lessons, teachers are responsible for making reasonable adjustments to make the curriculum accessible, this includes following guidance from Individual Healthcare Plans, Learning Plans, Student Passports, risk assessments, and other specialist guidance provided for individuals. Reasonable adjustments within the lesson may include provision such as toilet breaks, or access to a medical room to check blood sugar levels, etc. This will be overseen and reviewed by staff responsible for health care and/or SEND. When the need for differentiation is beyond what is reasonable to expect of Quality First Teaching, other methods of differentiation are explored using recommendations and guidance provided by the SEND teams, healthcare professionals and/or other external agencies.

We aim to provide personalised, appropriate and aspirational pathways whereby students can achieve academic, creative and wider outcomes, creating a successful path to adulthood. To do this we consider a wide range of pathways and qualifications. We also deploy a wide range of technological tools to enable equitable access to learning for all.

With regards to trips, visits, the outdoors and other opportunities within our curriculum we have a duty under the 2010 Equalities Act to ensure every effort is made to include all children and young people. The challenge is to make these activities available and accessible in some form to all who wish to participate or are required to take part. This would be irrespective of their special educational or medical need, disability, ethnic origin, sex or religion.

It needs to be remembered that this must be done whilst maintaining the safety of all those concerned, the integrity of the activity and the ability to manage the visit or venture. These are significant factors to be managed, which may override other considerations.

Part of ensuring equal access is ensuring we support those who have financial difficulties by:

- Using Pupil Premium funding appropriately.
- Advertise our trips in advance, ideally three years in advance, to all parents.

6.2 Improving the physical environment to be inclusive of children and young people with disabilities

Advice will be sought in advance of the School admitting a child or young person with disabilities, to ensure the site is safe and accessible to their needs. Hazards will be identified through a risk assessment, and reasonable adjustments made to ensure all students are able to access the learning environment.

In some cases, an additional risk assessment will be carried out for subjects or areas deemed high risk, such as science classrooms, Design and Technology workshops, and lessons that may involve the use of chemicals, substances and/or equipment. This may require advice from specialist colleagues.

Our School has identified key areas through consultation for development in this area, as set out in the Plan in Appendix 1.

6.3 Digital Accessibility

The Trust recognises digital technologies are an essential part of modern education, especially in expanding the accessibility of educational resources to a wider demographic of learner. The Trust is working to further develop digital and assistive technologies as part of the learning experience of all students, making content as accessible as possible.

6.4 Improve the availability of accessible information to children and young people with disabilities

Information regarding the School Policies and Procedures is available upon request in accessible formats. Parents and carers are encouraged to communicate with the School so that this and any other information they require is made available to them.

7. Consultation

Forward planning is essential so a key target is for the school to gain a clear understanding of any needs/requirements of the next student intake as soon as possible to allow for all reasonable adjustments to be applied.

The accessibility plan is developed through consultation with stakeholders, including students, parents and carers, staff responsible for health and safety, specialist teacher advisors and other colleagues within the Local Authority.

It is hoped that full involvement of children and young people with disabilities will, as well as fulfilling requirements of the duty, bring real benefits in terms of:

- providing insights into the barriers faced by children and young people with disabilities
- expertise in identifying ways to overcome these barriers;

- improving working relationships between the school and its children and young people with disabilities and their parents/carers

The school will collect views in a number of ways:

- meeting individuals and small groups in informal settings to gather feedback
- feedback on the scheme (posted on website) through staff and parents' comments
- interviews with staff members who have disabilities
- close collaboration with other schools to share good practice

8. Sharing Information about Needs

There is not a requirement for children and young people with disabilities to make a disclosure though it may be in their interests to do so if they require reasonable adjustments to be made. It is therefore essential that the school explains clearly why this information is required in order to ease any discomfort at disclosing an impairment or health condition.

It is also important to acknowledge that some staff will not want others to know about their health information; there are many instances when reasonable adjustments should be made without necessarily involving large numbers of staff.

As well as students accessing all aspects of school life, provision is available to all stakeholders with disabilities. For all parties, the physical school site will be reviewed regularly to ensure it is as stated in the attached Accessibility plan.

9. Monitoring

To ensure the expectations of all schools are upheld, BET undertakes a variety of Quality Assurance (QA) activities on a minimum of an annual basis, from which strengths and areas of development are identified to inform best practice and priorities for improvement.

Trust reports are shared with Trust Board members / Local Governing Body, as appropriate, for further discussion and challenge on the development, implementation and evaluation of the Plan. The Board's Education Committee receives an annual report from the Director of SEND, and each School LGB receives an annual report from the SENDCo in the School.

Where a school is identified to have significant weaknesses or areas for development, supplementary support is provided by BET to ensure accelerated improvements are made, leading to effective and consistently good practice to meet the needs of students.

10. Links to other policies

- SEND Policy
- Admissions Policy
- Behaviour Policy
- Anti Bullying and Harassment Policy
- Equalities Objectives
- Health and Safety Policy
- Supporting Students with Medical Conditions
- Safeguarding and Child Protection Policy

Appendix 1: Accessibility Action Plan

Improving access to and participation in the curriculum

Objective	Lead	Strategy	Timescale	Success Criteria
Accurate identification of barriers to learning.	SENDCo. Welfare Officer.	Ensure the registers remain current with information from the student, parents/carers, and external professionals. Ensure the information is communicated clearly to all appropriate stakeholders.	Ongoing. Termly review.	SEND register. Medical register. Up-to-date ClassCharts tiles. Up-to-date Student Passports.
Effective communication with previous schools to provide a thorough transition process.	SENDCo and Deputy, Pastoral team, Inclusion Manager	PARM / Meetings CLAWBA Form / Primary Primary School Meetings based on transition.	Yearly/Termly	Transition Behaviour Progress monitoring and assessment.
Training for all staff on increasing access to the curriculum for all learners.	AHT for T&L, SENDCo. Curriculum Leaders	Identification of training at key points in the year. Inclusion of SEN training into whole staff training calendars	Ongoing	CPD Records Staff Confidence Surveys
Use of appropriate assessment tools and progress measures.	SENDCO Pastoral Team Office Medical	Monitoring of intervention assessment and progress goals. Evaluate my school provision map.	Ongoing	Monitoring termly reporting. Health & Safety Meetings.
Appropriate use of specialist equipment to ensure needs are managed to the benefit of students and staff.	SENDCO Assistant SENDCO SEND Team Medical	Provision should be well resourced and allow for all students to be supported.	Termly	
Appropriate use of intervention.	SENDCo	Ensuring that intervention are managed and appropriately delivered for all students.	Ongoing	Rise in student progress
Ensure access for all vulnerable students to attend enrichment and extra-curricular activities.		Ensure the enrichment and extra-curricular offer is varied, accessible and that students are actively encouraged to attend. Ensure appropriate and adequate staffing of activities.	Termly	

		Ensure the promotion of activities is widespread and circulated in a variety of formats to reach the widest possible audience.		
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Improving access to the physical environment

Objective	Lead	Strategy	Timescale	Success Criteria
Review of the inside and outside space, ensuring hazards are highlighted.	Head Teacher and Facilities Manager	Walk round the site as a whole to ensure any hazards are identified and corrected.	Termly review	Site audit of hazards included within minutes of meeting between Headteacher and facilities manager.
Ensure the maintenance of the accessible Emergency and Evacuation Assembly Point.	Facilities Manager	There is a contractor in place to ensure six monthly servicing is in place.	Six Monthly review	Service Records held
Ensure students feel safe in the environment.	DSL / Assistant Head Teacher	Ensure student feedback is gained and analysed identifying areas of the site where potential difficulties may be encountered, or where there is limited visibility and therefore vulnerability. Ensure effective use of Student Voice.	Termly review.	Site audit of hazards. Sensory audit of the environment. Maintenance reviews. Review of student incident/accident locations.
Ensure the creation and maintenance of Personal Emergency and Evacuation Plans (PEEPs) for all relevant students and staff.	Front Office Manager	Peep form is completed where needed for any student or staff member where it is required. This is then put onto Smart log.	As soon as the person arrives on site.	Logged on Smart log.
Ensure the accessibility of all specialist classrooms spaces, while maintaining excellent health and safety standards.	Head Teacher and Facilities Manager	Walk round all rooms to ensure there is accessibility for all users. Hazards are identified and corrected.	Termly	Site audit of hazards and minutes of meeting between Headteacher and Facilities Manager.
Review the potential for improved	Headteacher	Site walks are completed termly, identify Hazards, and ensure regular risk assessments are completed and actioned.	Termly	

accessibility within protected areas of the school building (such as <i>listed</i> or <i>graded</i> buildings).	Facilities Manager SLT			
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Improving access and delivery of written information

Objective	Lead	Strategy	Timescale	Success Criteria
Ensure written material is accessible in alternative formats that is readily available to all stakeholders.	All of above	Overall communication and development of formats to Stakeholders, to be reviewed in line with ‘Culture’, narrative and Marketing.	Termly	Staff, Parents, Student feedback.
Ensure communication is written in user-friendly language with little or no jargon.	All of above	As above	Termly	
Ensure signage is effective.	Facilities Manager	Site walk identifying and signage that is no longer correct.	Weekly	Minutes of meeting between Headteacher and Facilities manager.