



BrightTribe
learn grow prosper

Alde Valley Academy Accessibility Policy



Policy Review Audit

Date Policy Adopted:	November 2016
Authorised by:	Principal
Review Cycle:	Every 3 Years
Date of Next Review:	November 2019

Policy Review Dates:	Actual Review Date:	Reviewed by:	Date Approved by the Principal

Accessibility Plan Review Dates:	Actual Review Date:	Reviewed by:	Date Approved by the Principal
November 2017	18/11/16	MJW	18/11/16
November 2018	14/9/18	DMA	14/9/18
November 2019			

Signature of Alde Valley Academy Principal:



Contents

1.	Our Vision and Values	Error! Bookmark not defined.
2.	Aims and Objectives of the Policy	4
3.	Definition of Disability	4
4.	Principles	5
5.	The Accessibility Plan	5
6.	Access to the Plan	7
7.	Monitor and Review	7
	Appendix 1 – Alde Valley Academy 3 Year Accessibility Plan	Error! Bookmark not defined.



1. Our Aims and Vision

Achievement for all

Our vision is underpinned by the Bright Tribe principles of 'Learn', 'Grow' and 'Prosper' so that our children receive the very best education, realise their full potential and are prepared to become responsible and successful citizens.

Our school is quite simply about our young people who are great ambassadors for the school. We are not just another 11-18 school, but believe that we have something unique in our ethos, ambition and approach:

- A curriculum that is exciting and is built around the young people who come into the school at age 11, reflecting the entire spread of ability and need
- A pastoral system that is highly effective, offering real support for young people together with high expectations of conduct and attitude
- A very well grounded transition plan for young people joining the school
- A real community where every single person is known, has a voice and can share in the school's success
- A school which really values preparation for the world of work alongside excellent qualifications
- Very good working relationships in the classroom with a focus on continuing development of best practice in teaching and learning
- An outward looking organisation that values partnerships that help our young people to succeed and our staff to become even more effective.

2. Aims and Objectives of the Policy

The aim of the Accessibility Policy is to ensure that all pupils have full access to the curriculum at Alde Valley Academy:

- disabled pupils, staff or parents and carers are not treated less favourably
- the Alde Valley Academy makes reasonable adjustments for all pupils, staff and visitors including disabled pupils, staff, parents and carers
- the needs of disabled staff and parents/carers are accommodated in the academy environment, as far as is reasonably practical.

3. Definition of Disability

Disability is defined within the Equality Act 2010: "A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term negative effect on his or her ability to do normal daily activities."

- 'Substantial' is more than minor or trivial – e.g. it takes much longer than it usually would to complete a daily task like getting dressed
- 'Long-term' means 12 months or more – e.g. a breathing condition that develops as a result of a lung infection.

The policy and plan is drawn up in accordance with the planning duty in the Equality Act which includes education. Under the act schools have a duty to make reasonable adjustments for disabled people. This can be summarised as follows:

- Where something a school does places a disabled pupil at a disadvantage compared to other pupils then the school must take reasonable steps to try and avoid that disadvantage
- Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

Schools are not subject to the requirement of reasonable adjustment duty concerned with making alterations to physical features because this is already considered as part of their planning duties.

In accordance with the Act, Alde Valley Academy will carry out accessibility planning for disabled pupils. These are the same duties as previously existed under the DDA and have been replicated in the Equality Act 2010. We will implement accessibility plans which are aimed at:

- increasing the extent to which disabled pupils can participate in the academy curriculum
- improving the physical environment of the academy to increase the extent to which disabled pupils can take advantage of education and associated services
- improving the delivery of information to disabled pupils which is provided to pupils who are not disabled. This should take account of views expressed by the pupils or parents about their preferred means of communication.

We will also have regard to the need to provide adequate resources for implementing plans and will regularly review them.

N.B. An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan. OFSTED inspections may include a school's accessibility plan as part of their review.

4. Principles

Alde Valley Academy recognises their duty to:

- ensure that compliance with the Equality Act is consistent with the Alde Valley Academy Equality Policy; its Equal Opportunities Policy; the operation of its SEN policy and any other academy policy that has a focus and impact on its disabled pupils, staff and parents/carers
- not discriminate against disabled pupils, staff and parents/carers in admissions and exclusions or in provision of education and associated services
- not treat disabled pupils, staff and parents/carers less favourably
- make reasonable adjustments to avoid putting disabled pupils, staff and parents/carers at a substantial disadvantage
- publish an accessibility plan

5. The Accessibility Plan

In performing their duties and developing the Accessibility Plan, the leadership of Alde Valley Academy will have regard to their duties to disabled people under the Equality Act to make reasonable adjustments and, where it is reasonable, to provide auxiliary aids.

Alde Valley Academy will provide all pupils with a balanced curriculum, differentiated and adjusted to meet the needs of individual pupils by:

- setting suitable learning challenges
- responding to pupils' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of pupils
- accommodating the needs of disabled staff and parents/carers as far as is reasonably practical.

5.1. A three year Accessibility Plan will be drawn up in consultation with the pupils, parents, staff and visitors, including disabled pupils, parents, staff and visitors. They will review and audit the three areas:

- School Buildings
- School Curriculum
- Information the school provides

The Plan will be approved by the Governing Body and the Trust and will cover the period from 01/09/2017 to 31/08/2019.

5.2. At Alde Valley Academy, we are committed to providing a fully accessible environment which, in line with the Equality act 2010 values and includes all pupils, staff, parents and visitors regardless of their sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

5.3. Accessibility Plan:

Measures are taken to ensure the Health and Safety of disabled students at all times

It is acknowledged that there will be need for ongoing awareness raising and training for all staff and pupils in the matter of disability discrimination and the potential need to inform attitudes on this matter.

5.4. The Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

- Equality & Diversity
- Health & Safety
- Equal Opportunities
- Special Needs
- Behaviour Management
- Equal Opportunities in Employment
- Child Protection
- Bullying.

5.5. The Plan will be monitored through the leadership team.

6. Access to the Plan

The plan (Appendix 1) will be made available upon request to any current parent or prospective parent who requests it. We will also hand the plan to any parent of a disabled child who makes an enquiry about a place for their child at the academy. The plan will also be made available to any member of staff or applicant for a post at the academy who requests it.

The plan will be shared with senior management and will inform relevant aspects of the school's development plan.

7. Monitor and Review

The Accessibility Plan will be monitored every year by the designated person and the SENDCO.

This policy will be reviewed at least every two years and more frequently if there are changes in any relevant legislation.



BrightTribe
learn grow prosper

Alde Valley Academy

Seaward Avenue Leiston Suffolk IP17 1AL

T 01728 830570 E enquiries@aldevalley.suffolk.sch.uk

WWW.aldevalleyacademy.org.uk

Adventure Learning Academy Trust

CMA House 2nd Floor Newham Road Truro TR1 2SU

T 01872 858 161 E enquiries@alat.org.uk

www.alat.org.uk

Bright Tribe Trust

Building 1000 Kings Reach Yew Street Stockport SK4 2HD

Telephone 0161 475 0222 **Facsimile** 0161 831 9766 **Email** enquiries@brighttribe.org.uk

www.brighttribe.org.uk

