

Accessibility Plan

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Version Control Document

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1. Introduction

This policy is one of a suite of academic policies which have been developed by Transforming Education in Norfolk (the TEN Group). These policies have been created in order for the TEN Group's educational institutions (excluding City College Norwich) to meet their statutory and legislative obligations as well as to provide procedures and practices which ensure equity of treatment for all our pupils, students and learners.

Many of these policies are in two parts. Where this is the case, whichever part the document refers to is stipulated on the front cover of the document. Part one documents are matters of principle and policy and cover either the whole group or individual trusts (including our multi-academy trust and the colleges) within the Group. Part 2 documents of a policy are used where there are localised differences in implementation in one or more of educational entities, for example an individual academy.

This policy is drawn up in accordance with the planning duty in the Disability Discrimination Act (DDA) 1995. The Special Educational Needs and Disability Act 2001 (SENDA) amended part 4 of the DDA so that it became applicable to education, and to prevent discrimination against disabled people in their access to education. This has placed three key duties on schools/academies, which are:

- Not to treat disabled students less favourably for a reason related to their disability.
- To make reasonable adjustments for disabled students, so that they are not at a substantial disadvantage.
- Plan to increase access for disabled students.

2. Aims and Objectives

The SENDA requires schools/academies to produce an Accessibility Plan that identifies the action they intend to take over a three year period to increase access for those with a disability in three key areas. This plan should be published and evaluated periodically. The three areas include:

- Increasing the extent to which disabled students can participate in the Academy curriculum.
- Improving the environment of the Academy to increase the extent to which disabled students can take advantage of education and associated services.
- Improving the delivery to disabled students of information which is provided in writing for students who are not disabled.

This policy statement acts as the framework for each of the TEN Group's individual Academies/Colleges as they implement their own Accessibility Plan.

3. Policy Statement

- 3.1 The TEN Group is dedicated to overseeing a vibrant education system that enthuses young people and supports economic development of the region. At our core is a passion for making positive and significant changes in our students' lives. Our commitment is to inspire and motivate them to fulfil their innate potential, producing excellence in academic and personal performance. We want every student to be proud to attend their Academy, and we strive to ensure that they are equipped as adaptable adults and successful lifelong learners.

We are committed to the following:

- To reduce and eliminate barriers to access the curriculum, and to full participation in the Academy community for students and prospective students with a disability.
- To provide a caring and friendly environment.
- To provide resources to cater for the individual needs of students.
- To promote an understanding of disabilities throughout the Academy and an awareness of the needs of students with a disability.

- 3.2 Each TEN Group Academy/College will have a Part 2 Policy which states their procedures in terms of the following three areas:

Increasing the extent to which disabled students can participate in the Academy curriculum

The TEN Group is committed to providing an environment that enables full curriculum access that values and includes all students, staff, parents, carers and visitors — regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability, and to developing a culture of inclusion, support and awareness within the Academies.

Our Academies will also make reasonable adjustments for individual students who need extra provision to that which is already in place, to make sure that all students are involved in every aspect of Academy life and that all barriers to learning are removed.

Improving the environment of the Academy/College to increase the extent to which disabled students can take advantage of education and associated services

Each TEN Group Academy/College 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 the site and premises.

This includes improved access, lighting, acoustic treatment and colour schemes and more accessible facilities and fittings.

Improving the delivery to disabled students of information which is provided in writing for students who are not disabled.

The TEN Group is committed to improving the delivery of written information to students, staff, parents, carers and visitors. Examples might include hand-outs, timetables, textbooks and information about an Academy's/College's events. Such information will be made available in various preferred formats within a reasonable timeframe.

4. Scope

This is a TEN Group Academies/Colleges Academic Part 1 Policy. It does not include City College Norwich which has its own policies. As such, it provides the policy statement to be followed by all institutions that are part of the Norfolk Academies Multi-Academy Trust, City Academy Norwich and the University Technical College Norfolk. As aforementioned, Part 2 policies state the implementation procedure followed by the individual institutions relating to this policy.

5. Legal Requirements

This policy is required by the Department for Education (DfE) and falls into the category of:

C. Other Statutory Documents

6. References to Related TEN Group Policies

Not applicable.

7. Equal Opportunities Statement

This policy has been assessed against the nine protected characteristics outlined in the Equality Act 2010.

This Part 1 Policy, together with any following Academy/College Accessibility Plan, is specifically written with the aim to ensure that all necessary support is given to those students who share one or more of the nine protected characteristics who also have a disability. In this respect, the policy should not create any disadvantage or negative impact on these specific students.