



Accessibility Policy & Plan 2020-24	
Description:	This document provides a plan to illustrate how the Academy Trust is making its schools more accessible and to meet the needs of pupils with a disability
Status:	1 <u>ODBST Trustee Policy</u> (Not applicable for schools)
Policy Audience:	Trust Board & Officers (thereafter School leadership teams and LGBs)
Academy Trust:	Trust Board, Chief Executive & Officers
Other related ODBST policies and procedures:	Equality Policy, School's SEN Policy
Governor Committee:	FRAPP
Approved by the Board of Directors on:	06 October 2017 Reapproved 02 December 2021
Latest Date for Next Review:	30 September 20234
Version + Schedule of Amendments:	V.01 ODBST Accessibility Policy Plan 2023

In reviewing this policy the Governing Board has had regard to the Equality Act 2010 and carried out an equality impact assessment. It is satisfied that no group with a protected characteristic will be unfairly disadvantaged by this policy.



The Equality Act, Schedule 10 requires the Academy Trust to prepare an Accessibility Plan. This plan should cover:

- a) Increasing the extent to which pupils with a disability can participate in the curriculum within the Academy Trust's schools.
- b) Improving the physical environment of the schools in the Academy Trust for the purpose of increasing the extent to which pupils with a disability are able to take advantage of education and benefits, facilities or services provided or offered by the academy, and
- c) Improving the delivery to pupils with a disability of information which is readily accessible to pupils who do not have a disability.

Disability Definition

'A person has a disability if he or she has a physical or mental impairment that has a substantial long-term adverse effect on his or her ability to carry out day to day'.

The Oxford Diocesan Bucks Schools Trust is committed to providing an environment that enables full curriculum access that values and includes all pupils, 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 continually developing a culture of inclusion, support and awareness within the Academy Trust.

Equality Impact Assessments will be undertaken as and when policies are reviewed. The terms of reference for all directors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Academy Trust's policy on equality is to ensure that there is no discrimination against any group with the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, religion or belief, gender or sexual orientation. With this in mind the Academy Trust has put in place policies and procedures so that disabled people are not treated any less favourably in the service, education or support they receive than people without a disability. Meeting these requirements is fully consistent with the Academy Trust's Equality Policy.

The Academy Trust will ensure that all new building work meets the needs of users with a physical disability and will work towards making all of its accommodation accessible where it is practical to do so.

Academy Trust training will recognise the need to continue raising awareness for directors, staff and governors on equality issues with reference to the Equality Act.

Access to this plan:

This plan will be made available upon request to any current parent/carer or prospective parent/carer who requests it. This plan will also be made available to any member of staff or applicant for a post at any ODBST



school who requests it. It will also be placed on the Academy Trust website. This plan will be used by the Senior Leaders and will inform relevant aspects of the Academy Trust's development plan.

This plan will be made available to Ofsted inspectors and other interested parties upon request.

Academy Trust Access Plan 2020-23

		Objective	Strategies	Who	Timeframe	Goal Achieved
Improving Access to the Curriculum						
	1	To work with Headteachers to plan the steps necessary to make the curriculum and extra-curriculum activities accessible to a wider range of pupils	To consider SEN & Equality Policies and their impact on the curriculum	Chief Executive	Annually	More pupils with a disability having wider access to the curriculum
	2	To work with LGBs to improve ICT access for visually impaired pupils	Where appropriate include large screens and other technologies in ICT capital spend	Chief Executive	July 2022	Equipment in place providing wider access
	3	To analyse Headteacher's audit of the requirements for all pupils with a disability	Develop staff's knowledge and skills in managing pupils with different disabilities.	Chief Executive	Annually	Staff have increased confidence and skills in working with pupils with a disability
Improving the Physical environment						
	4	As part of the initial survey to note anyf requirements to improve accessibility	Carry out initial surveys to ascertain the level of requirements. Review access requests from schools and as part of the wider work in its academies	Chief Executive	Initially on conversion and thereafter annually as part of SCA discussions	Full details available
	5	Promote facilities to users with a disability	Remedy any initial survey shortfalls and thereafter through SCA work plan. Make sure that academies are in contact with appropriate groups who may want to use the accommodation	Chief Executive	Initially on conversion and thereafter annually	Increase access to users with a disability
Improving the Provision of Information						

	6	Improve availability of written material in alternative forms	Academy Trust to make itself aware of local and BCC services for converting written information into alternative formats	Chief Executive/ Headteachers	At need	Academies are able to deliver information to all pupils and parents/carers with disabilities
	7	To improve communication with pupils/users with a disability	To ensure the academies websites are clear, simple and easy to use and comply with all requirements	Chief Executive	At need	

