



Windsor Academy Trust

Accessibility Policy

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Responsible Committee:	Windsor Academy Trust, Board of Directors
Date revised by Board of Directors:	September 2016
Next review date:	December 2019

Accessibility Policy

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against students because of sex, race, disability, religion or belief and sexual orientation”. According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Policy is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. The policy must be reviewed every three years. Windsor Academy Trust is committed to providing inspirational and exciting learning environments where all children and young people can develop an enthusiasm for life-long learning. We believe that children and young people should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

Windsor Academy Trust has developed this policy in consultation with our individual academies, students, parents, staff, Members and Directors. Other, outside agencies and specialists have also been consulted. The document will be used to advise other school planning documents and policies and will be reported upon annually in respect of progress and outcomes. The intention is to provide a projected plan for a three year period ahead of the next review date.

The Accessibility Policy is structured to complement and support the Trust’s Equality Objectives, and will similarly be published on the Trust website and those for our individual academies. Windsor Academy Trust will monitor each academy’s activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Windsor Academy Trust is committed to providing learning environments that enable full curriculum access that values and includes all students, staff, parents 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 school.

Windsor Academy Trust requires each of its Academies to produce an Accessibility Plan, linked to this policy, which contains relevant and timely actions to:

- Increase access to the curriculum for students with a disability, expanding the **curriculum** as necessary to ensure that students with a disability are as, equally, prepared for life as are the able-bodied students; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or **auxiliary aids and equipment**, which may assist these students in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the **physical environment** of the Academy, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;
- Improve the delivery of **written information** to students, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.