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Owner	CfBT Schools Trust	Next review due	September 2019
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## Oxford Spires Academy Accessibility Plan

[2018-2021]

### Purpose

This Accessibility Plan is designed to ensure that Oxford Spires Academy complies with equality and disability legislation and best practice. The school is committed to providing an environment which respects and values all pupils, staff, parents and visitors and endeavours to make special efforts to ensure that all groups prosper and can fully access the school’s facilities and services, including those with disabilities and special educational needs. In preparing this plan, the school took account of the school’s public sector equality duty set out in the Equality Act 2010 and consulted with staff, parents and pupils.

This plan is made available on the school’s website and is also available in large print or other accessible formats if required.

### Duties on the school

- A duty to not discriminate against pupils and adults with a disability for a reason related to their disability.
- A duty to make reasonable adjustments to ensure that pupils and adults with a disability are not put at a disadvantage in comparison to pupils who are not disabled (the reasonable adjustment duty).

### Reasonable adjustment duty

The school is committed to making reasonable adjustments\* to allow pupils and adults with disabilities to access the educational provision and related services at the school.

We plan, over time, to increase progressively the accessibility of the school to pupils with disabilities (the planning duty).

### Planning duty

There are three strands to the planning duty:

- increasing physical access
- increasing access to the curriculum
- increasing access to written information.

### Increasing physical access

Improving the physical environment of the school for the purpose of increasing the extent to which pupils with disabilities are able to take advantage of education and associated services provided or offered by schools; for example: aids to physical access – ramps, handrails, lifts; or physical aids to access education – ICT equipment, specialist desks and chairs.

*\*The reasonable adjustment duty does not apply to physical alterations to schools and we are not required to make physical alterations to the fabric of the school in order to meet the needs of pupils with a disability.*

### **Increasing access to the curriculum**

Increasing the extent to which pupils with disabilities can participate in the school's curriculum, for example: staff information and training, classroom organisation, timetabling.

### **Increasing access to written information**

Improving the delivery to pupils with disabilities of information which is already provided in writing to pupils without disability, such as handouts, timetables, newsletters; for example in Braille, audio tape or large print formats, and the provision of information orally.

### **Communication with parents**

In order to best meet the needs of a pupil with a disability, the school requires full information. Parents are expected to work with the school and provide full information about any disabilities, special educational need or other relevant information to the school before and after the pupil has started at the school.

### **Accessibility Audit**

At Appendix 1 is an accessibility audit relating to the above three planning duty areas which we have completed prior to completing the Accessibility Plan.

### **Accessibility Plans**

At Appendix 2 is an action plan relating to the above three planning duty areas which we have completed after the Accessibility Plan were completed. Having identified the barriers to access we then identified strategies to eliminate the barriers. For each issue identified in the audit we:

1. converted it into a target
2. outlined any actions required
3. identified whether the actions will be short, medium or long-term priorities
4. identified the source of funding

The school is committed to delivering the accessibility plans within a reasonable time and in ways which are determined after taking account of the pupils' disabilities and any preferences expressed by them or their parents.

### **Complaints**

If you wish to make a complaint regarding any aspect of this plan, please refer to the school's Complaints Policy.

### **Review**

During the period to which this plan relates, the school will keep the plan under review and will make revisions and updates as necessary.

The Education Director will monitor the school's compliance with the plan on an annual basis. The Trust will review the template plan annually.